

Council Bluffs

CWA #7103 (Mixed)

7/1/2006 6/30/2009

COUNCIL BLUFFS / CWA #7103 (MIXED)

06-09

AGREEMENT BY AND BETWEEN THE

COMMUNICATIONS WORKERS

**OF AMERICA
(AFL/CIO)**

CLERICAL AND TECHNICAL EMPLOYEES

AND THE

CITY OF COUNCIL BLUFFS

July 1, 2006 Through June 30, 2009

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ARTICLE 1

AGREEMENT

This Agreement entered into by the City of Council Bluffs, Iowa, hereinafter referred to as the Employer, and the Communications Workers of America, hereinafter referred to as the Union, has as its purpose, the promotion of harmonious relations between the Employer and its employees, assuring continuity of services, high productivity, and exemplary employee conduct, the establishment of an equitable and peaceful procedure for the resolution of differences; the establishment of rates of pay, hours of work, and conditions of employment as specified in Chapter 20 of the Code of Iowa.

ARTICLE 2

RECOGNITION

The employer recognizes the Communications Workers of America, as certified by the Iowa Public Employment Relations Board, as the exclusive bargaining representative for those employees herein specified.

Included: All job titles listed in Appendix "A"

Police Department: Civilian Personnel

Fire Department: Civilian Personnel

Public Works: Sewer Division, Street and Alley Division, Treatment Plant Division, Equipment Maintenance Division, Engineering Division, and Administration Division

Parks, Recreation and Public Property Department

General Government: Health Department, City Clerk Department, Finance Department, Legal Department, and Planning and Community Development Department

Excluded: All supervisory, confidential secretaries, etc., excluded by Section 4 of the act. All non-union sworn personnel/police and fire department.

ARTICLE 3

EXCLUSIVENESS OF AGREEMENT

This agreement shall contain all of the covenants, stipulations, and provisions. Neither party shall be compelled to bargain with the other concerning any mandatory bargaining issue whether specifically bargained about prior to the execution of this Agreement or which may have been omitted in the bargaining which led up to the execution of this Agreement, except by mutual agreement of the parties.

The parties to this Agreement jointly and separately agree that this Agreement embodies all applicable provisions relating to employees covered. Only those provisions or procedures relative to wages, hours, or other working condition which are included as contract items shall be valid and have effect.

ARTICLE 4

CHECK-OFF

Section 1.

The City shall deduct regular monthly dues from the pay of each employee covered by the Agreement provided that at the time of such deduction there is in the possession of the City a current unrevoked written assignment, executed by the employee, in the form and according to the terms of the authorization form. Such authorization may be revoked by the employee at any time by giving written notice thereof to the City.

Section 2.

Previously signed and unrevoked written authorizations shall continue to be effective as to employees reinstated following lay-off, leave of absence, or suspension not exceeding sixty (60) days; previous authorizations of other employees rehired or reinstated shall not be considered to be effective.

Section 3.

Such authorized deductions shall be made from each payroll period, not to exceed twenty-four (24) payroll periods of a calendar year, of each calendar month and will within ten (10) days, after the second pay day of the month, be remitted to the duly designated union official. The Union shall advise the City in writing of the name of such official.

Section 4.

If an employee has no pay coming for the second payroll period of the calendar month, or if such pay period is the first pay period of a new employee, or if the employee has signed an authorization form during such pay period of the subsequent month, such deductions shall be limited to the amount of the current regular monthly union dues, and shall not include dues for the prior months or any portion thereof.

Section 5.

If the City receives an employee revocation of authorization on or before the eighth day of the first payroll period of the calendar month, no deductions will be made from that payroll or subsequent payroll periods. If such revocation is received after the eighth day of the first payroll period, a deduction will be made from such payroll but shall not be made from subsequent payroll periods.

Section 6.

The City shall deduct two (2) hours pay per month from each employee's pay check that has completed, signed and returned to the City the appropriate dues authorization form. If, subsequently, the union requests the City to deduct additional monthly union dues, such request shall be effective only upon written assurance by the Union to the City that amounts are regular monthly Union dues duly approved in accordance with the Union constitution and by-laws.

Section 7.

The City shall not be liable for the remittance of payment of any sums other than those constituting actual deductions made; and if for any reason it fails to make a deduction for any employee as above provided, it shall make that deduction from the employee's next pay period in which union dues are normally deducted after written notification to the City of the error. If the City makes an overpayment to the Union, the City will deduct that amount from the next remittance to the Union. The Union agrees to indemnify and hold the City harmless against any and all claims, suits, orders or judgments brought or issued against the City as a result of any action taken or not taken by the City under the provisions of this Article.

ARTICLE 5

MANAGEMENT RIGHTS

The Union recognizes that except as specifically limited or allocated by the terms and provisions of this Agreement, that the Employer has the responsibility and authority to manage and direct in behalf of the public, all operations and activities of the City to the full extent authorized by law.

ARTICLE 6

NON-DISCRIMINATION

Section 1.

The Employer will not interfere with or discriminate in respect to any term or condition of employment against any employee covered by the agreement because of membership in, or legitimate activity as required by this agreement on behalf of the members of this bargaining unit.

Section 2.

The union recognizes its responsibility as the exclusive bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint, or coercion.

Section 3.

The parties recognize that local, state and federal law prohibits employment discrimination on the basis of age, sex, marital status, race, color, creed, national origin, or political affiliation. The use of the masculine gender in language within this Agreement shall be construed as including both genders.

ARTICLE 7

EMPLOYMENT STATUS

Section 1. Definitions

- A. Regular Full-Time Employee: An employee engaged for full-time work, who has a normal work schedule of at least forty (40) hours and the duration of the assignment is of a continuing nature with no time limits.
- B. Regular Part-Time Employee: An employee engaged for part-time work, who has a normal work schedule of less than forty (40) hours and the duration of the assignment is of a continuing nature with no time limits.
- C. Temporary Employee: An employee who is hired into a position where the duration of the position shall not exceed twelve (12) consecutive calendar months.

Section 2.

Regular full-time employees shall be eligible for full benefits as provided in this contract. Regular part-time employees shall only be eligible as expressly specified in this contract.

In March and September of each year the Finance Department will calculate the average hours actually worked by each regular part-time employee whose vacation and sick leave benefits are prorated based on their regularly scheduled work hours. Hours of paid leave shall be included in the calculation of average hours actually worked. If such employee is found to have worked 4 or more hours per week than their established regular work schedule, an adjustment will be made to their sick and vacation accruals to compensate them for working at the higher level.

Temporary employees shall not be eligible for any benefits during the first six (6) months of continuous employment. However, should the employer choose to retain the employee for more than six months, the employee shall be eligible for all benefits given to regular employees under this contract with the exception that such employee shall not be eligible for sick leave, or health, dental, and life insurance benefits until twelve (12) months continuous employment is obtained.

ARTICLE 8

WAGES

Section 1. General Increase

Across the board increases shall be granted during the term of this contract as shown in the table below:

Effective Date	7-1-06	12-30-06	7-1-07	12-29-07	7-1-08
Increase	2%	2%	3%	1%	4%
Appendix	B	C	D	E	F

Section 2. Pay Progression

The length of service required in each step of the pay plan shall be 1 year until the maximum or top pay is reached.

Section 3. Position Reclassification to a New Pay Grade

When a position is assigned to a higher pay grade the salary of the employee shall be set as follows:

1. If the employee's salary in their current grade is less than the beginning rate of the higher grade, their salary shall be set at the beginning rate of the higher grade.
2. If the employee's salary in their current grade falls within the range of the higher grade, their salary shall be set at the step that is the same rate, or, if this is not possible, the closest rate that is above their current pay if no step on the new grade is equal to the employee's current step.
3. The employee's normal eligibility for a step increase shall remain unchanged, unless the reclassification results in the employee receiving at least a one step increase. If the reclassification results in a one step increase or more, the employee will be required to meet the one year service requirement of the new step.

ARTICLE 9

LONGEVITY PAY

Regular full-time employees shall be eligible for longevity pay based on total years of continuous service with the City according to the schedule below. Payment to regular part-time employees shall be pro-rated based on the ratio of the number of regularly scheduled work hours of the employee to full-time.

<u>Service Requirement</u>	<u>Bi-weekly Amount</u>
At five (5) years service	\$ 9.23
At ten (10) years service	\$18.46
At fourteen (14) years service	\$25.39
At eighteen (18) years service	\$30.00
At twenty-two (22) years service	\$34.62
At twenty-six (26) years service	\$39.24

ARTICLE 10

HOURS OF WORK

Section 1. Purpose

This article is intended only to define the normal hours of work and to provide the basis for calculation of overtime pay. Nothing herein shall be construed as a guarantee of hours of work per day or of work per week.

Section 2. Regular Hours

The regular hours of work each day shall be consecutive except that they may be interrupted by a lunch period not to exceed one (1) hour.

Section 3. Work Week

The normal work week shall consist of five (5) consecutive eight (8) hour days, or four consecutive days of ten (10) hours each. Employees will only be scheduled ten (10) hour days by mutual consent between the employee and the employer.

Section 4. Schedule Changes

Except for emergencies, employees' work schedules shall not be changed without notice to the employee at least five (5) working days prior to the date the change is to be effective.

Section 5. Work Schedule Posting

Work schedules for divisions in which:

- A. All the employees are not scheduled the same hours Monday through Friday; and
- B. Some of the employees are scheduled work days other than Monday through Friday.

shall be prepared and posted by the employer designating the days and hours of work of each employee. Such schedules shall be posted five (5) working days in advance of their effective date.

Section 6. Preferred Shift

Employees shall be eligible to bid for a preferred shift and for days off on the basis of classification seniority no more than once every twelve (12) months unless mutually agreed by the employer and employee. When a vacancy exists or a new schedule is instituted an employee may request a preferred shift of days off based on classification seniority.

Section 7. Meal Periods

- A. Employees shall be granted an unpaid meal period of not less than thirty (30) minutes. The meal period shall not exceed one (1) hour, and shall generally be scheduled in the middle of the shift. The meal period for civilian employees in the Police Department shall be part of the work shift.
- B. Whenever possible, the employee shall be granted an additional meal period when the employee is required to (and does) work two (2) hours beyond the end of the regular work shift. The employee will be granted additional meal periods every four (4) hours thereafter while the employee continues to work.
- C. An employees shall be paid \$7.00 for each meal period to which he is entitled after the completion of his regular shift. The meal period is not to be credited as time worked nor is it a part of the work shift.

Section 8. Rest Periods

All employees shall be granted a fifteen (15) minute rest period during each regular half shift. Whenever possible, the rest period shall be scheduled at the middle of each regular half shift. Employees required to work beyond their regular quitting time into the next regular shift shall be granted the regular rest period that occurs during that shift.

ARTICLE 11

OVERTIME

Section 1. Definition

Overtime is all time properly authorized and worked by an employee in units of one-fourth (1/4) hour or more which is in excess of the regularly scheduled hours of work. Except in an emergency, no employee shall be required to work more than sixteen (16) hours in a twenty-four (24) hour period. For regular part-time and temporary employees overtime is all time properly authorized and worked beyond forty (40) hours in a work week.

Section 2. Compensation

Overtime work shall be compensated for as follows:

- A. Pay for overtime work shall be at time and one-half (1 ½) the employee's regular hourly rate of pay in effect when the work is performed.
- B. At the employer's discretion, if requested by the employee compensating time off at the rate of one and one-half (1 ½) hours of time off for each hour of overtime worked may be given in lieu of overtime pay as provided for above. No more than ninety-nine (99) hours may be accumulated at any time.

The regular hourly rate of pay for the purpose of overtime calculation shall include all forms of compensation included under the Fair Labor Standards Act.

Section 3. Distribution

Overtime opportunities will be distributed as equally as practical among employees in the same job classification, department and shift.

If upon the complaint of an employee it is determined that there has been a miss-assignment or an error in the distribution of overtime opportunities, such employee shall be assigned the next overtime opportunity in his/her classification, department and shift. It is understood that nothing in this article shall require payment for overtime hours not worked.

Section 4. Computation of Hours

If a holiday or period of authorized paid leave occurs during a work week, such time shall be counted as hours worked in determining whether an employee has worked overtime.

Section 5. Overtime Lists

A list of overtime hours worked by division employees shall be provided upon request.

ARTICLE 12

SHIFT DIFFERENTIAL

A shift differential of twenty cents (.20) per hour will be paid for all hours scheduled (including funeral leave, holidays, vacations, and compensatory time) by an employee when a majority of the employees regularly scheduled shift hours are before 7:00 a.m. or after 3:00 p.m.

Shift differential shall not be paid for work performed as overtime work or for hours in which compensation is provided in Article XIV, Minimum Time Pay Allowances.

Regular part-time employees shall be eligible for this benefit.

ARTICLE 13

ACTING PAY

Section 1. Vacancies in Higher Pay Grade

Any person temporarily appointed to fill a vacancy in a position at a higher employee pay grade will be paid at the pay grade for which the higher level position is assigned at the employee's current step beginning the first day of such work assignment.

Section 2. Vacancies in Supervisory Positions

Any employee temporarily appointed to a supervisory position excluded from the bargaining unit, shall be paid the lesser of (1) four dollars (\$4.00) per hour or (2) the hourly wage of the supervisor being replaced for each hour worked, provided the employee works at least four hours in the higher classification. Payment shall not be made for temporary appointments of less than four (4) hours.

Said duties may or may not include responsibility for supervising other employees, but may only include making decisions and doing paper work normally done by their supervisor.

ARTICLE 14

MINIMUM TIME PAY ALLOWANCES

Section 1. Reporting Time

A regular full time employee who is scheduled to report for work or who is called to work outside the employee's regularly scheduled work shift, shall be guaranteed two and one-half (2 ½) hours pay at the overtime rate unless the time actually worked is contiguous to the employee's regular shift.

A regular part-time employee who is scheduled to report for work or who is called to work outside the employee's regularly scheduled work shift, shall be guaranteed two and one-half (2 ½) hours pay at the straight time rate unless the time actually worked is contiguous to the employee's regular shift. However, if the employee has already worked eight (8) hours during the work day, or 40 hours during the work week, the employee's call back pay shall be paid at the overtime rate.

There shall be no pyramiding of pay under this provision.

Section 2. Stand-by

Employees shall be paid a minimum of three (3) hours at their regular rate of pay, in addition to any other compensation, if required to be on stand-by for a forty-eight (48) hour period. Lesser amounts of time will be pro-rated.

Stand-by pay shall be required only when an employee is specifically required by his supervisor to make himself available for work during off duty hours and further required to report to work immediately upon call.

Regular part-time employees shall be eligible for stand-by pay.

Note: This would include employees required to carry beepers who would be restricted to stay within beeper range and are required to respond immediately.

ARTICLE 15

PERFECT ATTENDANCE PAY

Section 1. Benefit

After the completion of six (6) months employment an employee shall be eligible to earn eight (8) hours pay at the straight time rate for each calendar quarter in which perfect attendance is recorded.

Section 2. Exclusions

The following absences shall not count against perfect attendance:

1. Paid Funeral Leave
2. Jury Duty
3. Vacation Leave
4. Holidays Leave
5. Compensatory time off
6. Authorized absence for union activity where no unpaid leave is required
7. Unpaid leave for union employees in accordance with Section 3, Article 33 of the CWA contract.

Section 3. Payment

Payment shall be made on the last payday in July. At the request of the employee and at the option of the department head, employees may receive paid leave in lieu of a cash payment. Department Heads will attempt to comply with the employee's request for paid leave taking into consideration work load and budget constraints. Accrual of such paid leave shall not exceed 32 hours.

Section 4. Applicability to Part-time employees

Regular part-time employees shall be eligible for perfect attendance pay. Payment to regular part-time employees shall be pro-rated based on the ratio of the number of regularly scheduled work hours of the employee to full-time. Except as otherwise provided in Section 2 of this article, a part time employee's attendance shall not qualify for perfect attendance unless all regularly scheduled work hours are actually worked. An employee who is allowed to work less hours than the employee's normally scheduled work hours or is allowed to be absent on a scheduled work day, even if these hours are made up during the pay period, shall be disqualified for the applicable calendar quarter.

ARTICLE 16

SEVERANCE PAY

Section 1. Eligibility

Upon termination, eligible employees shall be paid severance pay in the following amounts based on the employee's regular hourly rate of pay in affect at the date of termination, provided that employees who voluntarily resign for a reason other than a bona fide City retirement or are discharged for cause shall not be eligible for this benefit. Where applicable, employees shall be required to provide two weeks written notice prior to the effective date of the termination to be eligible for severance.

<u>Years of Service</u>	<u># Hours Paid</u>
More than five (5) and less than ten (10)	80 hours
More than ten (10) and less than fifteen (15)	120 hours
More than fifteen (15)	160 hours

Regular part-time employees shall not be eligible for severance pay.

Section 2. Calculation of Service

Employment in a regular part-time or temporary capacity shall not be counted as service in determining the amount of severance to be paid.

ARTICLE 17

INSURANCE

Section 1. Eligibility

Regular full-time employees are eligible for group health, dental, optical and life insurance coverage effective the first day of the month following completion of one (1) calendar month of employment. Regular part-time employees who work 20 or more hours per week are eligible for group health insurance only with coverage effective the first day of the month following completion of one (1) calendar month of employment. Regular part-time employees who work less than 20 hours per week shall not be eligible for health coverage. Regular part-time employees shall not be eligible for dental, optical, life or LTD coverage provided in this article.

Section 2. Health Insurance

The City shall maintain a group health insurance plan for eligible employees with the City paying all plan costs except for the employee contributions as outlined below:

EMPLOYEE CONTRIBUTION FOR HEALTH INSURANCE

Level of Coverage	Effective July 1, 2006	Effective July 1, 2007	Effective July 1, 2008
Employee Contribution on Cost for Employee Only Coverage	5% of Accrual Rate in effect 6-30-06; 50% for eligible part time employees of 7-1-06 accrual rate	5% of Accrual Rate in effect 6-30-07; 50% for eligible part time employees of 7-1-07 accrual rate	5% of Accrual Rate in effect 6-30-08; 50% for eligible part time employees of 7-1-08 accrual rate
Employee Contribution on Additional Cost for Spouse and/or Child(ren) Coverage	5% Accrual Rate Effective 6-30-06; 100% for eligible part time employees of 7-1-06 accrual rate	5% Accrual Rate Effective 6-30-07; 100% for eligible part time employees of 7-1-07 accrual rate	10% Accrual Rate Effective 6-30-08; 100% for eligible part time employees of 7-1-08 accrual rate

- A. The employee contributions shall be made in 24 equal biweekly payroll deductions with payment for any given month being made on the first and second payrolls of the preceding month.
- B. Coverage for dependents cannot be purchased without coverage for the employee.
- C. Before any new health insurance plan is implemented proposals based on essentially equivalent specifications are to be secured. Specifications are to be set by the City. The union may participate with the City in establishing the specifications.
- D. Health benefits shall be paid in accordance with the Preferred Provider Plan (PPO) described in the City's Summary Plan Document. Health benefits shall be modified as follows:
 - 1. Effective 7-1-06 the co-payment for a doctor's office visit with a PPO physician shall be \$15.00 and with a non-PPO provider the co-payment shall be \$30.00.

Insurance (continued)

2. Effective 7-1-06 a separate Emergency Room deductible in the amount of \$100 shall be applied to each emergency room visit made by the employee and/or covered dependents. Should the emergency room visit result in the employee or covered dependent being admitted to the hospital as an inpatient, the separate \$100 Emergency Room deductible shall be waived.
 3. Effective 7-1-08 a life-time benefit maximum of \$3,000,000 for each individual covered by the health plan shall be added.
- E. The Prescription Drug benefits shall be paid in accordance with the Caremark Standard J349 ASO Base Plan as shown in Appendix G of this contract. Prescription drug benefits will be modified as outlined below.
1. The co-payment for eligible drugs shall be \$5.00 for a generic drug prescription and \$15.00 for a non-generic drug prescription effective 7-1-06.
 2. Effective July 1, 2008 a standard three tiered formulary for prescription drugs will be adopted with the following co-payments and limits:
 - a. \$ 5.00 co-payment for a 30 day generic prescription (tier 1)
 - b. \$15.00 co-payment for a 30 day preferred brand prescription (tier 2)
 - c. \$40.00 co-payment for a 30 day non-preferred brand prescription (tier 3)
 - d. Employees purchasing prescription drugs through the mail order program will pay the applicable co-payment listed above multiplied by 1.5 for a 90 day supply.

Section 3. Life Insurance

All eligible employees shall receive a \$25,000 term life policy with \$25,000 Accidental Death and Dismemberment benefits carried by and through the City. The policy shall include a provision to allow employees the option of purchasing supplementary term life insurance at their own cost through payroll deduction.

Section 4. Dental Insurance

The City shall maintain a group dental insurance plan for eligible employees and shall pay 100% of the premium cost for employee and dependent coverage.

- A. Specifications are to be set by the City. The union may participate with the City in establishing the specifications. The terms of any contract or policy issued or administered by the insurance carrier shall be controlling in all matters pertaining to benefits there under.
- B. If an employee or his dependents do not enroll in the City provided dental plan at the time it is offered or the time of appointment, or if coverage is terminated by the employee, subsequent enrollment or re-enrollment may be denied by the dental carrier on the basis of underwriting policy.
- C. Effective 7-1-08 the plan benefits will be modified as follows: the annual benefit maximum will be increased to \$1250 and the orthodontic lifetime benefit increased to \$1250.

Section 5. Eye Care

The City shall maintain a group eye care plan for eligible employees and shall pay 100% of the premium cost for employee or family coverage.

- A. Specifications are to be set by the City. The union may participate with the City in establishing the specifications. The terms of any contract or policy issued or administered by the insurance carrier shall be controlling in all matters pertaining to benefits there under.
- B. Effective 7-1-07 the plan benefits will be replaced by the addition of the VSP preferred provider benefit plan as described in Appendix H.

Section 6. Long Term Disability Insurance

The City agrees to provide a long-term disability plan for eligible employees and shall pay 100% of the premium cost of the plan.

Section 7. Benefits for Employees on Worker's Comp

If an employee is absent from work as a result of an on-the-job injury for more than one (1) year the City shall discontinue paying their portion of the health and life premium. However, these benefits can remain in force by the employee paying the full cost until such time as they return to work.

ARTICLE 18

HOLIDAYS

Section 1. Holidays Recognized and Observed

The following days shall be recognized and observed as paid holidays:

1. New Year's Day (January 1)
2. President's Day
3. Memorial Day
4. Independence Day (July 4)
5. Labor Day
6. Veteran's Day (November 11)
7. Thanksgiving Day
8. Friday after Thanksgiving
9. Christmas Eve *
10. Christmas Day (December 25)

Whenever any of the holidays listed above fall on Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above fall on Sunday, the succeeding Monday shall be observed as a holiday. Employees in divisions of the Police Department where work is performed seven days per week shall observe the holiday on the actual day of the holiday, except as provided below for the Christmas holiday.

* When Christmas Eve falls on a Monday, Tuesday, Wednesday, or Thursday it will be observed as a holiday. When Christmas Eve falls on Friday, Saturday, or Sunday an additional Casual Day will be given in lieu of the Christmas Eve holiday.

Section 2. Holiday Leave

Eligible employees shall be granted one day's holiday leave for each of the observed holidays. When an observed holiday falls on an employee's day off or the employee is required to work the holiday the employee shall be granted holiday leave at another time within the same fiscal year to be mutually determined by the employee and the employer.

Definition: Holiday leave shall be defined as eight (8) hours of paid leave for regular full-time employees. Holiday leave for regular part-time employees shall be pro-rated based on the number of regularly scheduled work hours of the employee to full-time.

Section 3. Premium Pay for Work Performed on a Holiday

If an employee is required to work on a holiday in addition to holiday leave such employee will be compensated at the rate of one and one-half (1 ½) times the employee's regular straight time rate of pay for all hours worked. For work performed in excess of eight (8) hours, the employee shall be compensated at twice the regular rate of pay.

To be eligible for premium holiday pay the majority of hours during an employee work shift must fall on the observed holiday. All hours worked during such shift will be paid at the premium rate.

Regular part-time employees shall be eligible for premium holiday pay.

Section 4. Pay for Holiday Leave

If requested by the employee, the Department Head may grant the employee eight (8) hours of holiday pay at the regular straight time rate of pay in lieu of eight (8) hours holiday leave.

Section 5. Compounding of Overtime Pay Not Allowed

It is agreed that there shall be no pyramiding or compounding of overtime or premium pay of any type, but that in the event more than one rate could be applied, the highest rate shall prevail.

Section 6. General Eligibility Requirements

When a holiday falls within a period of paid leave, the holiday shall not be counted as a work day in computing the amount of leave debited. When a holiday falls within a period of leave or absence without pay, the employee shall not be paid for the holiday. Employees who are absent without leave on a work day immediately preceding or succeeding the observed holiday shall not be entitled to holiday pay.

Section 7. Casual Day

All regular full-time employees shall, (after the completion of the probationary period), receive one (1) casual day, (eight (8) hours of paid leave), each fiscal year. Such leave may not be carried over to the next fiscal year.

Regular part-time employees shall be eligible for the casual day pro-rated on the basis of the number of regularly scheduled work hours of the employee to full time.

ARTICLE 19

SICK LEAVE

Section 1. Definition

Sick leave is paid leave granted for the purpose of providing a recuperative period to employees who are unable to work because of a non-job related illness or injury; or, because of a serious illness of an emergency nature in the employee's immediate family.

Section 2. Eligibility

All regular full-time and regular part-time employees shall be eligible for paid sick leave after the completion of the six (6) months of employment. No employee shall be entitled to sick leave for injuries or illness connected with City employment, outside employment or self-employment. Employment shall be defined as working for wage or profit.

Section 3. Accrual

Beginning July 1, 1993 all regular full time employees employed as of July 1, 1993, will be credited with 832 hours of sick leave. All employees will be granted sick leave at the rate of eight (8) hours of sick leave hours per month worked. Unused sick leave will be permitted to carry over from one year to the next; however, at no time shall total accumulated sick leave exceed 1,040 hours. Accumulated sick leave acquired since July 1, 1993 will not be paid upon termination of employment for any reason.

Regular part-time employees shall be eligible for sick leave on the first work day of absence beginning July 1, 2004. The amount of sick leave credited on July 1, 1993, the rate at which sick leave accrues, and the maximum for sick leave accrual shall be prorated based on the ratio of the number of regularly scheduled work hours of the employee to full-time.

Section 4. Sick Leave Options

All sick leave accrued by employees prior to July 1, 1978, shall vest with the employee, and may be used in the following manner:

- A. In lieu of the above plan;
- B. By cashing in all accrued sick leave accumulated under the previous plan upon honorable separation from the City at the rate of eight (8) hours pay for each twenty-four (24) hours of accrued sick leave; or

Sick Leave (continued)

- C. By annually cashing in accrued sick leave at the rate of eight (8) hours pay for twenty-four (24) hours of accrued sick leave up to a maximum of eighty (80) hours per year.

Section 5. Family Illness

Employees may receive up to 16 hours sick leave per contract year in the case of an illness or injury in the immediate family.

Regular part-time employees shall be eligible for prorated family illness benefits based on the ratio of the number of regularly scheduled work hours of the employee to full-time.

Immediate family shall mean the employee's spouse, parents, grandparents, children, brother or sister, step parents, and step children.

Section 6. Reporting Sick Leave

The employee or a member of the employee's household shall notify the employee's reporting location thirty (30) minutes prior to the scheduled reporting time in order to be eligible for sick pay. In those cases where there is no one scheduled to be in the department before the regular reporting time, the absence report shall be made within fifteen (15) minutes after the first person is scheduled to arrive in order to be eligible for sick pay. Immediately upon return to work, the employee shall submit a leave form to the supervisor.

Section 7. Medical Statement

Any employee may be required to furnish a medical statement, at the employee's cost, from the attending physician for any absence chargeable to sick leave:

- A. For the purpose of verifying illness or injury; or
- B. Certifying the employee as able to return to work in the position held prior to the illness or injury.

Section 8. Abuse or Fraud

Abuse of sick leave or fraudulent use of sick leave shall be cause for disciplinary action.

Section 9. Medical Examination

The employer may require a medical examination by a City physician to determine the eligibility of an employee to remain on sick leave or return to work. Said examination shall be paid for by the City.

ARTICLE 20

VACATION

Section 1. Eligibility and Allowance

All regular full-time employees shall accrue an annual paid vacation as specified below:

Service Requirements

Accrual

0 to 6 years

At the rate of 80 hours per year

6 to 13 years

At the rate of 120 hours per year

13 to 19 years

At the rate of 160 hours per year

Over 19 years

At the rate of 200 hours per year

Vacation leave for regular part-time employees shall be prorated based on the ratio of the number of regularly scheduled work hours of the employee to full-time.

Vacation accrual for all employees shall not exceed twice the annual accrual normally earned. Upon separation from employment, compensation for unused vacation leave shall be made provided that an employee who resigns provides the City 2 weeks written notice of the termination.

Vacation credits shall not be accrued during a pay period in which an employee is absent without leave, nor shall they be accrued during any unpaid leave of absence which exceeds thirty (30) calendar days. Employees shall have been in the service of the employer for six (6) consecutive months before being eligible to use vacation benefits.

Section 2. Vacation Pay

The rate of vacation pay shall be the employee's regular straight time rate of pay.

Section 3. Administration

All vacation leaves and schedules must be approved by the department head and filed in the prescribed manner on a city leave request form. Employees may request and be granted vacation leave with supervisory approval at any time during the work day. Vacation leave shall be charged as used in amounts of not less than one (1) hour.

ARTICLE 21

MISCELLANEOUS PAID LEAVES

Section 1. Funeral Leave

In the event of a death in the immediate family of an employee or an employee's spouse (mother, father, sister, brother, spouse, son, daughter, step-parents, half-brothers, half-sisters, step-children, grandparents, and grandchildren), the employee shall be granted up to three (3) work days absence with full pay to make household adjustments, arrange for services, or attend funeral services.

Additional time off may be granted upon request. Employees allowed additional time shall use either some form of leave which has been accumulated by them or the time shall be without pay.

Funeral leave for regular part-time employees shall be pro-rated based on the ratio of the number of regularly scheduled work hours of the employee to full-time.

Section 2. Court Leave

An employee who is required to serve as a witness or juror in Federal, State, County, or City court or as a litigant in a case resulting directly from the discharge of his duties as an employee, shall be granted court leave with full pay to serve in that capacity; provided, however, that when the employee is testifying in other litigation to which he is a part, he shall not be granted court leave, but may use vacation time, or be granted leave without pay for the length of such service.

- A. **Procedure:** An employee who is called as a witness or for jury duty shall present to his supervisor the original summons or subpoena from the court, and, at the conclusion of such duty, a signed statement from the clerk of court, or other evidence, showing the actual time in attendance at court.
- B. **Fees:** Fees received for jury service in a Federal, State, County, or city court shall be kept by the employees. No employee shall receive witness fees paid from his employer's funds.

Regular part-time employees shall be eligible for court leave.

Section 3. Voting Time

Any employee entitled to vote at a general election in this state who does not have three (3) consecutive hours in the period between the time of the opening and the time of the closing of the polls during which he is not required to be present at work shall be entitled to such time off from his work time to vote as will in addition to his non-working time total three (3) consecutive hours during the time the polls are open. Application by any employee for such absence shall be made individually and in writing prior to the date of the election, and the employer shall designate the period of time to be taken. Such voter shall not be liable to any penalty nor shall any deductions be made from his regular salary or wages on account of said absence.

Regular part-time employees shall be eligible for voting time.

Section 4. Military Leave

Military leave shall be granted in accordance with the statutes of the State of Iowa.

Section 5. Worker's Compensation

An employee who is absent from work due to an on-the-job injury will be compensated only as provided under the statutory provisions of Iowa Worker's Compensation laws. An employee who would lose regular pay due to an on-the-job injury shall be allowed to use vacation leave, holiday leave, perfect attendance leave, casual day leave, or compensatory time for any such time not paid. If the length of absence results in a retroactive payment by the worker's compensation carrier which would result in an overpayment to the employee, a correction will be made through a subsequent payroll and the leave used credited back to the employee.

ARTICLE 22

LEAVE WITHOUT PAY

Section 1.

An employee requesting a leave of absence without pay shall submit a written request through the chain of command. Said written request shall include the reason(s) for the leave, length of time, and date desired. Upon recommendation of the department head the Mayor may grant an employee leave without pay for a specified time not to exceed one year and may extend the period of leave. Any appointment made to a position vacated by an employee on leave without pay shall be conditional upon the return of the employee on leave.

Leave Without Pay (continued)

Section 2.

Leave without pay shall be subject to the following provisions:

- A. A leave without pay shall not constitute a break in service, but time off will not be credited toward retirement.
- B. Leave without pay for more than thirty (30) days during the probationary period shall not be counted as part of that period, but the employee to whom such leave has been granted shall be allowed to complete his probationary period on his return from leave.
- C. Failure to report promptly at the expiration of a leave of absence shall be considered a resignation.

ARTICLE 23

SENIORITY

Section 1.

It is agreed by the City of Council Bluffs and the Union that the City shall and does hereby recognize seniority rights within the City as covered by contract, except as otherwise provided for in Chapter 400 of the Code of Iowa, and/or the Civil Service Rules and Regulations of the City of Council Bluffs.

Section 2.

For the purpose of determining the seniority rights of employees as it relates to provisions of this contract the following definitions shall apply:

- A. Total seniority is the employee's length of continuous service with the City.
- B. Seniority in Classification shall mean the length of continuous service in each job classification held by the employee.

Section 3.

A list of all employees shall be prepared and posted on/or before July 1, of each calendar year, indicating the seniority date for determining total seniority and seniority in classification. A copy of the seniority list shall be furnished to the president and chief steward of the union when it is posted.

Section 4.

An employee shall forfeit his/her seniority rights only for the following reasons:
1) resignation; 2) termination; or 3) retirement.

Section 5.

Seniority shall not accumulate when an employee is separated from the payroll of the employer for more than sixty (60) calendar days except in case of disability.

Section 6.

In cases where two (2) or more employees start to work on the same day, priority of position on the seniority list shall be determined by lot.

Section 7.

Employees promoted to a position outside the bargaining unit shall maintain their seniority in the unit for a length of time equal to the probationary period. Any employee who is laid off or otherwise is moved from a non-bargaining unit position to a position within the unit shall upon such return to a previously held job class be credited with an amount of seniority equal to that accumulated in that class as of the date of promotion or transfer out of the position in the bargaining unit provided employment has been continuous from such date.

ARTICLE 24

LAY-OFFS

Section 1.

Whenever a reduction in work force becomes necessary, lay-offs shall be by seniority in classification. Employees shall be allowed to exercise their total seniority in bumping into job classifications previously held by the employee as indicated in Section 4 and 5 of this article.

Section 2.

If employees are to be laid off, a minimum of ten (10) calendar days written notice shall be given prior to the date when their services shall no longer be required. No sick leave shall be utilized during this ten (10) day period.

Section 3.

No regular employee shall be laid off from any classification while there are probationary employees working in the same classification.

Section 4.

In the event an employee becomes subject to lay-off in his/her classification, he/she shall be permitted to take a position in the same or lower classification that the employee previously held at that classification's rate of pay and any employees in that lower classification subject to lay-off by virtue of the provisions of this Section, shall be laid off in accordance with the provisions of Section 1 hereof.

Section 5.

In the event that an employee becomes subject to lay-off in his/her particular classification and a vacancy exists in a position of the same or lower classification which he/she previously held he/she may, with the approval of the Mayor, or the designated representative, be appointed to such position in a lower classification on the basis of his/her seniority.

Section 6.

The names of employees who have been laid off shall be placed on a lay-off list, maintained by the City in the Personnel Department. The City shall rehire in the reverse order of lay-off. No new employee shall be hired by the City in a job classification where a lay-off list exists, prior to the expiration date of the lay-off list. Employees shall remain on the lay-off list for a period of three (3) years from their date of lay-off. An employee who has been recalled for a position shall have five (5) calendar days from the receipt of notice that a position is available to advise the City in writing if he/she will accept the position. Notice of recall shall be by registered letter. The City will determine the date the employee shall report to the position. Should an employee decline the position, said employee shall be removed from the lay-off list.

Section 7.

Where an employee has accepted a position in a lower classification by virtue of Sections 4 and 5 hereof, he/she shall be recalled to the former job classification when the same becomes available in reverse order of reduction while the lay-off list is in effect.

ARTICLE 25

PROBATIONARY EMPLOYEES

Section 1.

The probationary period of initial employment with the City of Council Bluffs shall consist of six (6) months of employment in classification.

Section 2.

At any time during the probationary period a Department Head may remove an employee provided that he shall report the removal and reasons therefore in writing to the Personnel Department, the employee and the Chief Steward. An employee removed from employment during his/her initial probationary period shall not be entitled to any appeal rights within the City structure. At the request of the Union, the Mayor or his designated representative will meet with the Union to review the action taken.

ARTICLE 26

TRANSFERS AND PROMOTIONS

Section 1.

A transfer is hereby defined as the movement of an employee within the same job classification between departments.

Section 2.

Permanent transfers of an employee between departments shall be allowed based upon the following:

- A. Transfer request must be filed with the Personnel Department.
- B. The City may defer transfer of an employee until a replacement is found to fill the position.

Section 3.

The City's right to transfer employees on a temporary or permanent basis shall remain unimpaired.

Section 4.

In the event the City determines that a reduction of employees in a job classification is necessary within a department, the City may transfer the employee with the least seniority in classification to a vacancy of the same job classification within the City structure.

Transfers & Promotions (continued)

Section 5.

Should an employee be transferred, the City will provide a ten (10) day written notice indicating the reasons the transfer is necessary. This communication will be filed in the employee's personnel jacket in the Personnel Department. The ten (10) days notice for the transfer may be waived by mutual agreement.

Section 6.

The term promotion, as used in this article, means the advancement of an employee to a higher job classification in the bargaining unit. If a vacancy occurs or a new job is created in the bargaining unit other than a temporary vacancy, the City shall post such job for a period of ten (10) calendar days, during which time employees may apply for the job. The application shall be in writing and shall be submitted to the Personnel Department.

Section 7.

In making the selection, the City will consider job related factors which will include seniority, qualifications, ability, and past work record.

Section 8.

When an employee receives a promotion his rate of pay shall be determined as follows:

1. Promotion from a clerical or non-clerical position in grades 1-13 to a clerical or non-clerical position in grades 1-13. The employee shall remain in his current step in the pay grade of the higher position.
2. Promotion from a technical/professional position in grades 14-20 to a technical/professional position in grades 14-20. The employee shall remain in his current step in the pay grade of the higher position.
3. Promotion from a clerical or non-clerical position in grades 1-13 to a technical/professional position in grades 14-20. The employee shall be paid at the entry salary rate for the position or the rate at which a one step increase is provided, whichever is greater.

Section 9.

When new job classifications and new job descriptions, covered by this contract, are created by the City, the pay grades will be negotiated with the union.

ARTICLE 27

GRIEVANCE PROCEDURE

Section 1.

A grievance is an alleged dispute or controversy arising from the interpretation or application of the various provisions of this Agreement or involving alleged unfair treatment of an employee or group of employees. A grievance must be in writing and may be filed by an employee through a representative of the union, a group of employees through a representative of the union, or by the Local Union President or Chief Steward. Grievances must be filed and appealed within the time limits specified in this article.

NOTE: Grievances filed as a result of a dispute or controversy involving alleged unfair treatment of an employee or group of employees cannot be appealed beyond the second step of the grievance procedure.

Section 2.

Once a grievance has been presented, management shall not attempt to adjust the grievance with the aggrieved employee or group of employees without affording the appropriate Union representative, the Local Union President or Chief Steward, an opportunity to be present.

Section 3.

The Union shall be considered the representative for grievance representation purposes of employees laid off, discharged, or otherwise separated from the payroll until the limits of the grievance and arbitration procedures have been exhausted. Any suspension or discharge requires written notification of such act be given to the employee and simultaneously a copy of the personnel action form shall be forwarded to the Local Union President and Chief steward.

Section 4.

After a grievance has been filed, there shall be a meeting between the designated Union and management representatives at each grievance level and management shall reply within fourteen (14) days from date of meeting except that if the final step is used, (Public Employment Relations Board) the time limits would be extended to thirty (30) days if the decision of the governmental head or the designated representative is appealed.

Section 5. Procedures

- Step 1 - If the Union and/or the employee is unable to settle the grievance or dispute orally and informally through his immediate supervisor, then within fourteen (14) calendar days of the date of the occurrence of the grievance, the Union representative may file a written grievance with his department head. The department head and the Union Representative shall meet and attempt to adjust the matter and the department head shall respond in writing to the Union within fourteen (14) days following the grievance meeting between the designated Union Representative and the department head.
- Step 2 - If the answer is not satisfactory, the matter may be appealed in writing by the Union to the governmental head or designated representative within fourteen (14) days after the department head's response is due. The governmental head or designated representative shall meet with the Union Representative, the Local Union President and/or Chief Steward and respond in writing to the Union within fourteen (14) days following the meeting between the designated Union Representative and the governmental head or his designated representative.
- Step 3 - If the grievance is still not settled, then by mutual agreement as an alternative to binding arbitration as defined in section 10, either party may enlist the services of the state of Iowa public Employment Relations Board to mediate the difference, within thirty (30) days after the final response is received by the designated Union Representative from the governmental head or his designated representative at Step Two (2).

Failure by an employee and/or the union to comply with any time limitation shall constitute a settlement of the grievance. Should the employer not respond within the prescribed time, the grievance will be considered to be denied and the union may proceed to the next step. This provision notwithstanding, any deadline set forth in this article can be extended only by mutual agreement of the Union and the governmental head or his designated representative.

Section 6.

If both parties agree to use the State of Iowa Public Employment Relations Board to mediate the difference as an alternative to binding arbitration, as defined in Section 10, the decision of the state of Iowa Public Employment Relations Board (hearing officer) shall be binding. Use of this step involving the services of a hearing officer from the state of Iowa public Employment Relations Board prohibits any further action by either party of the decision rendered.

Section 7.

Aggrieved employees and authorized Union Representatives, not to exceed three (3) in number, meeting with the City in respect to grievances shall suffer no loss in regular pay as a result of time lost from regular work.

Section 8.

Authorized employee Union Representatives, not to exceed two (2) in number, may be permitted to investigate circumstances in respect to grievances upon receiving approval of the Union Representatives immediate supervisor without loss of pay.

The nature of the investigation must require that it be performed on city premises, or with an immediate supervisor and/or department head. Other Union Representatives who are not employee Union Representatives, who conduct grievance investigations involving bargaining unit employees, shall do so on non-City time.

Section 9.

The Local Union President or Chief Steward and the governmental head or his designated representative may waive the time requirements as outlined in this Article by mutual agreement.

Section 10. Arbitration

- A. Should the parties fail to reach agreement by utilizing the above steps, they will jointly request that the (F.M.C.S.) Federal Mediation and Conciliation Service submit to the parties a list of seven (7) arbitrators, and by alternately striking names (a coin toss shall determine who shall strike the first name) an arbitrator will be selected. Should both parties mutually agree, the Iowa Employment Relations Board may be requested to submit to the parties a list of seven (7) arbitrators. The selection procedure for the arbitrator shall be by alternately striking names (a coin toss shall determine who shall strike the first name) and an arbitrator shall be selected.
- B. Expenses for the arbitrator's services and proceedings, excluding transcript costs, shall be borne equally by the employer and the Union and/or employee. Each party shall be responsible for compensation to its own representatives and witnesses. If either party desires a transcript, it shall be at the party's expense.

Grievance Procedure (continued)

- C. Authority of Arbitrator - The arbitrator shall have no power to add to, subtract from, or change the terms of this agreement. The written decision of the arbitrator resulting from any arbitration of grievances hereunder shall be final and binding upon the parties. The arbitrator shall limit his decision strictly to the grievances submitted to him which has been properly processed through the grievance procedure outlined in this article.
- D. It is agreed that should the appeal procedure as provided under the Civil Service Law, Chapter 400, Code of Iowa, be utilized; recourse to the grievance procedure included in this Article shall be waived.

ARTICLE 28

CLOTHING ALLOWANCE

Section 1.

Any employee required by the City to wear an official City of Council Bluffs uniform shall be issued such uniform in accordance with the City of Council Bluffs quartermaster program.

Section 2.

The City shall determine what protective gear will be provided to employees. Should an employee be denied protective gear through normal chain of command, said employee may file a written complaint with the Risk Manager, who shall make said determination.

Section 3.

Each employee shall be eligible to be compensated for costs not covered by insurance for repair or replacement of hearing aids, eye glasses, contact lens, or watches which may be damaged or destroyed through the normal performance of official duty. Compensation to any employee for any and all such losses shall not exceed one hundred fifty dollars (\$150.00) in any contract year.

In order for a claim to be approved, actual loss must be shown either by producing the damaged article or by proper evidence, and must not be due to employee's own negligence. Claims shall be approved at the discretion of the Department Head.

In the event that the property damage is a result of an accident which also results in personal injury to the employee, a claim for damages through Workman's Compensation must be submitted by the employee to the employer for processing, in the same manner that other medical bills are submitted. Reimbursement will be considered by the City only if Workman's Compensation denies the claim.

ARTICLE 29

BULLETIN BOARDS

Section 1.

The City agrees to furnish suitable space for bulletin boards in convenient places in each work area to be used by the Union.

Section 2.

The Union shall limit its posting of notices and bulletins to such bulletin boards.

Section 3.

Posted notices shall not contain anything political or anything reflecting adversely upon the City or any of its employees. In the event the City determines that posted material is political or reflects adversely upon the City or any of its employees, the City shall request to the Union to remove said material. The Union shall then remove the material.

ARTICLE 30

ACCESS TO RECORDS

The permanent employee personnel file shall be maintained in the Personnel Department. Employees may review their personnel files by contacting the Personnel Department and scheduling an appointment. Upon written authorization from the employee, a Union representative shall be allowed to review the employee's personnel file and make copies of necessary items at the City's standard fee.

ARTICLE 31

PRINTING OF CONTRACTS

The City will furnish a copy of the contract to each employee in the unit at the City's expense.

ARTICLE 32

UNION NEGOTIATING COMMITTEE

The City shall pay up to five (5) employees designated as the Union negotiating committee for time spent in contract negotiations when such negotiations take place during the regularly scheduled work time of the employee or employees. No more than one (1) person shall be on the negotiating team from any one (1) department except by mutual agreement.

ARTICLE 33

UNION BUSINESS/LEAVE

Section 1. Union Activities

The employer agrees that during working hours, on the employer's premises and without loss of pay, elected union officers and/or union stewards may be allowed to: attend Union Management meetings; post Union notices; distribute Union literature; transmit communications authorized by the local union or its officers, or other Union representatives concerning the enforcement of any provision of this agreement, after securing permission from the immediate supervisor.

The employer also agrees that during working hours elected officers and/or stewards shall be allowed to attend monthly and/or contract ratifying Union meetings, without loss of pay, providing, the efficient operation of the employer is not disrupted.

The Union agrees that reasonable attempts will be made on non-City time to perform the activities described herein. The union agrees that union activities will not be carried on in the employer's work areas on the employer's time in such a manner as to interfere with the efficient operation of the employer, except as provided in this Agreement.

Section 2. Visits by Union Representatives

The employer agrees that accredited representatives of the Communications Workers of America, whether local Union representatives or international representatives, may have access to the premises of the employer at reasonable times during working hours to conduct Union business, provided reasonable notice is given the city of the pending visit.

Section 3. Unpaid Leaves

The City shall allow the union a total of 80 hours of unpaid leave per contract year for the purpose of employees attending union educational or training seminars. To be eligible for such leave the union must submit a leave request to the Director of Personnel and Finance for approval thirty (30) calendar days in advance of the leave date. The thirty (30) day notice may be waived by mutual agreement. It is agreed that no more than one employee in a department will be allowed to take union leave at any one time.

ARTICLE 34

TERMINATION

This Agreement, or any part of it, may be terminated or renegotiated at any time by mutual consent of both parties. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter without mutual consent even though such subjects or matters may not have been within the knowledge or contemplation of either or both parties at the time that they negotiated or signed this Agreement.

ARTICLE 35

SAVINGS CLAUSE

Should any article, section or portion thereof of this Agreement be held unlawful or unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specified article, section or portion thereof directly specified in the decision. Upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated article, section or portion thereof.

ARTICLE 36

EMPLOYEE EVALUATION

The department head may implement an employee evaluation system which has the approval of the Mayor for use in assuring the standard of work performance desired.

CONTRACT SIGNATURES

This agreement shall continue in force beginning July 1, 2006 to and including June 30, 2009.

In witness whereof, the parties have caused this agreement to be signed by their representatives and their signatures placed thereon, all on this ___ of _____, 2006, at Council Bluffs, Iowa.

CITY OF COUNCIL BLUFFS

COMMUNICATION WORKERS OF
AMERICA CLERICAL /TECHNICAL
EMPLOYEES

Cindy Lynch, Director of Personnel

Midge Slater, International Representative

Thomas P. Hanafan, Mayor

Ken Mertes, President, Local 7103

Dan Christensen, Chief Steward

Sue Garcia, Bargaining Member

Kurt VanWyk, Bargaining Member

Patty Albright, Bargaining Member

APPENDIX A

JOB CLASSIFICATION PLAN

Job Classification	Grade
Account Clerk I (Part-time)	08
Account Clerk II	13
Account Clerk II (Part-time)	13
Accountant I	15
Administrative Secretary	13
Animal Control Officer	11
Animal Control Officer (Part-time)	11
Building Technician	10
Chemist	21
Clerk Steno	08
Clerk Typist	08
Clerk Typist (Part-time)	08
Code Technician	20
Com Dev Project Coordinator	22
Credit Officer	15
Division Secretary	12
Electrical Inspector	20
Electronics Technician	20
Engineering Technician	20
Foreman	21
Identification Technician I	15
Parking Meter Attendant (Part-time)	06
Parts Coordinator	15
Planning Technician	15
Plumbing/Mechanical Inspector	20
Print Copy Clerk	10
Property Management Specialist	14
Public Health Nurse	20
Public Health Nurse (Part-time)	20
Public Health Sanitarian	20
Records Technician I	09
Records Technician I (Part-time)	09
Records Technician II	09
Recycling Aide	11
Recycling Technician	18
Rehabilitation Specialist II	20
Urban Planner	22

CWA Clerical/Technical Pay Plan for July 1, 2006 through Dec. 29, 2006

Appendix B

Step		3	4	5	6	7	8
01	A	19,151.92	20,109.53	21,115.42	22,170.91	23,279.63	24,443.43
	M	1,595.99	1,675.79	1,759.62	1,847.58	1,939.97	2,036.95
	B	733.79	770.48	809.02	849.46	891.94	936.53
	H	9.1724	9.6310	10.1127	10.6183	11.1492	11.7066
	O	13.7586	14.4465	15.1691	15.9275	16.7238	17.5599
02	A	19,873.32	20,866.95	21,910.17	23,005.58	24,155.81	25,363.98
	M	1,656.11	1,738.91	1,825.85	1,917.13	2,012.98	2,113.67
	B	761.43	799.50	839.47	881.44	925.51	971.80
	H	9.5179	9.9937	10.4934	11.0180	11.5689	12.1475
	O	14.2769	14.9906	15.7401	16.5270	17.3534	18.2213
03	A	20,740.89	21,778.36	22,867.25	24,010.70	25,211.03	26,471.66
	M	1,728.41	1,814.86	1,905.60	2,000.89	2,100.92	2,205.97
	B	794.67	834.42	876.14	919.95	965.94	1014.24
	H	9.9334	10.4302	10.9517	11.4994	12.0743	12.6780
	O	14.9001	15.6453	16.4276	17.2491	18.1115	19.0170
04	A	21,566.17	22,644.36	23,776.84	24,965.69	26,214.32	27,525.06
	M	1,797.18	1,887.03	1,981.40	2,080.47	2,184.53	2,293.76
	B	826.29	867.60	910.99	956.54	1004.38	1054.60
	H	10.3286	10.8450	11.3874	11.9568	12.5548	13.1825
	O	15.4929	16.2675	17.0811	17.9352	18.8322	19.7738
05	A	22,429.56	23,551.07	24,728.45	25,964.80	27,263.28	28,625.96
	M	1,869.13	1,962.59	2,060.70	2,163.73	2,271.94	2,385.50
	B	859.37	902.34	947.45	994.82	1044.57	1096.78
	H	10.7421	11.2792	11.8431	12.4353	13.0571	13.7098
	O	16.1132	16.9188	17.7647	18.6530	19.5857	20.5647
06	A	23,316.70	24,482.58	25,706.41	26,991.58	28,340.95	29,758.44
	M	1,943.06	2,040.22	2,142.20	2,249.30	2,361.75	2,479.87
	B	893.36	938.03	984.92	1034.16	1085.86	1140.17
	H	11.1670	11.7254	12.3115	12.9270	13.5733	14.2521
	O	16.7505	17.5881	18.4673	19.3905	20.3600	21.3782
07	A	24,245.33	25,457.68	26,730.32	28,067.16	29,470.29	30,944.16
	M	2,020.44	2,121.47	2,227.53	2,338.93	2,455.86	2,578.68
	B	928.94	975.39	1024.15	1075.37	1129.13	1185.60
	H	11.6118	12.1924	12.8019	13.4421	14.1141	14.8200
	O	17.4177	18.2886	19.2029	20.1632	21.1712	22.2300
08	A	25,212.60	26,473.23	27,796.76	29,186.59	30,646.10	32,178.17
	M	2,101.05	2,206.10	2,316.40	2,432.22	2,553.84	2,681.51
	B	966.00	1014.30	1065.01	1118.26	1174.18	1232.88
	H	12.0750	12.6787	13.3126	13.9782	14.6772	15.4110
	O	18.1125	19.0181	19.9689	20.9673	22.0158	23.1165

CWA Clerical/Technical Pay Plan for July 1, 2006 through Dec. 29, 2006

Appendix B

Step		3	4	5	6	7	8
09	A	26,245.38	27,557.16	28,935.50	30,381.97	31,901.25	33,496.22
	M	2,187.12	2,296.43	2,411.29	2,531.83	2,658.44	2,791.35
	B	1005.57	1055.83	1108.64	1164.06	1222.27	1283.38
	H	12.5696	13.1979	13.8580	14.5508	15.2784	16.0423
	O	18.8544	19.7969	20.7870	21.8262	22.9176	24.0635
10	A	27,277.37	28,641.36	30,073.20	31,576.82	33,156.14	34,813.75
	M	2,273.11	2,386.78	2,506.10	2,631.40	2,763.01	2,901.15
	B	1045.11	1097.37	1152.23	1209.84	1270.35	1333.86
	H	13.0639	13.7171	14.4029	15.1230	15.8794	16.6733
	O	19.5959	20.5757	21.6044	22.6845	23.8191	25.0100
11	A	28,390.28	29,809.85	31,300.16	32,865.64	34,508.64	36,234.11
	M	2,365.86	2,484.15	2,608.35	2,738.80	2,875.72	3,019.51
	B	1087.75	1142.14	1199.24	1259.22	1322.17	1388.28
	H	13.5969	14.2767	14.9905	15.7402	16.5271	17.3535
	O	20.3954	21.4151	22.4858	23.6103	24.7907	26.0303
12	A	29,499.79	30,974.70	32,523.21	34,149.50	35,856.70	37,649.77
	M	2,458.32	2,581.23	2,710.27	2,845.79	2,988.06	3,137.48
	B	1130.26	1186.77	1246.10	1308.41	1373.82	1442.52
	H	14.1282	14.8346	15.5763	16.3551	17.1728	18.0315
	O	21.1923	22.2519	23.3645	24.5327	25.7592	27.0473
13	A	30,719.96	32,255.95	33,868.93	35,562.29	37,340.23	39,207.16
	M	2,560.00	2,688.00	2,822.41	2,963.52	3,111.69	3,267.26
	B	1177.01	1235.86	1297.66	1362.54	1430.66	1502.19
	H	14.7126	15.4482	16.2207	17.0318	17.8833	18.7774
	O	22.0689	23.1723	24.3311	25.5477	26.8250	28.1661
14	A	31,916.65	33,512.92	35,188.54	36,948.20	38,795.56	40,735.05
	M	2,659.72	2,792.74	2,932.38	3,079.02	3,232.96	3,394.59
	B	1222.86	1284.02	1348.22	1415.64	1486.42	1560.73
	H	15.2858	16.0502	16.8527	17.6955	18.5802	19.5091
	O	22.9287	24.0753	25.2791	26.5433	27.8703	29.2637
15	A	33,149.87	34,807.48	36,547.83	38,375.09	40,293.96	42,308.62
	M	2,762.49	2,900.62	3,045.65	3,197.92	3,357.83	3,525.72
	B	1270.11	1333.62	1400.30	1470.31	1543.83	1621.02
	H	15.8764	16.6702	17.5038	18.3789	19.2979	20.2627
	O	23.8146	25.0053	26.2557	27.5684	28.9469	30.3941
16	A	34,527.95	36,254.73	38,067.63	39,970.58	41,969.32	44,067.76
	M	2,877.33	3,021.23	3,172.30	3,330.88	3,497.44	3,672.31
	B	1322.91	1389.07	1458.53	1531.44	1608.02	1688.42
	H	16.5364	17.3634	18.2316	19.1430	20.1002	21.1052
	O	24.8046	26.0451	27.3474	28.7145	30.1503	31.6578

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for July 1, 2006 through Dec. 29, 2006

Appendix B

Step		3	4	5	6	7	8
17	A	35,894.29	37,688.92	39,573.34	41,551.98	43,629.80	45,811.24
	M	2,991.19	3,140.74	3,297.78	3,462.67	3,635.82	3,817.60
	B	1375.26	1444.02	1516.22	1592.03	1671.64	1755.22
	H	17.1907	18.0502	18.9527	19.9004	20.8955	21.9402
	O	25.7861	27.0753	28.4291	29.8506	31.3433	32.9103
18	A	37,297.94	39,163.05	41,121.07	43,177.49	45,336.22	47,602.75
	M	3,108.16	3,263.59	3,426.76	3,598.12	3,778.02	3,966.90
	B	1429.04	1500.50	1575.52	1654.31	1737.02	1823.86
	H	17.8630	18.7563	19.6940	20.6789	21.7127	22.7983
	O	26.7945	28.1345	29.5410	31.0184	32.5691	34.1975
19	A	38,822.45	40,763.50	42,801.65	44,941.59	47,188.54	49,548.24
	M	3,235.20	3,396.96	3,566.80	3,745.13	3,932.38	4,129.02
	B	1487.45	1561.82	1639.91	1721.90	1807.99	1898.40
	H	18.5931	19.5227	20.4989	21.5237	22.5999	23.7300
	O	27.8897	29.2841	30.7484	32.2856	33.8999	35.5950
20	A	40,346.69	42,363.69	44,481.97	46,705.95	49,041.38	51,493.47
	M	3,362.22	3,530.31	3,706.83	3,892.16	4,086.78	4,291.12
	B	1545.85	1623.13	1704.29	1789.50	1878.98	1972.93
	H	19.3231	20.2891	21.3036	22.3688	23.4872	24.6616
	O	28.9847	30.4337	31.9554	33.5532	35.2308	36.9924
21	A	42,018.65	44,119.96	46,325.93	48,642.57	51,074.05	53,627.93
	M	3,501.55	3,676.66	3,860.49	4,053.55	4,256.17	4,468.99
	B	1609.91	1690.42	1774.94	1863.70	1956.86	2054.71
	H	20.1239	21.1302	22.1867	23.2962	24.4608	25.6839
	O	30.1859	31.6953	33.2801	34.9443	36.6912	38.5259
22	A	43,662.69	45,845.69	48,138.32	50,545.52	53,072.26	55,726.11
	M	3,638.56	3,820.47	4,011.53	4,212.13	4,422.69	4,643.84
	B	1672.90	1756.54	1844.38	1936.61	2033.42	2135.10
	H	20.9113	21.9568	23.0548	24.2076	25.4178	26.6887
	O	31.3670	32.9352	34.5822	36.3114	38.1267	40.0331
23	A	45,374.07	47,642.94	50,025.09	52,526.51	55,152.95	57,910.68
	M	3,781.17	3,970.25	4,168.76	4,377.21	4,596.08	4,825.89
	B	1738.47	1825.40	1916.67	2012.51	2113.14	2218.80
	H	21.7309	22.8175	23.9584	25.1564	26.4142	27.7350
	O	32.5964	34.2263	35.9376	37.7346	39.6213	41.6025
24	A	47,209.16	49,569.64	52,048.10	54,650.53	57,382.94	60,252.11
	M	3,934.10	4,130.80	4,337.34	4,554.21	4,781.91	5,021.01
	B	1808.78	1899.22	1994.18	2093.89	2198.58	2308.51
	H	22.6097	23.7403	24.9273	26.1736	27.4823	28.8564
	O	33.9146	35.6105	37.3910	39.2604	41.2235	43.2846

CWA Clerical/Technical Pay Plan for July 1, 2006 through Dec. 29, 2006

Appendix B

Step		3	4	5	6	7	8
25	A	49,128.29	51,584.56	54,163.76	56,871.90	59,715.50	62,701.34
	M	4,094.02	4,298.71	4,513.65	4,739.33	4,976.29	5,225.11
	B	1882.31	1976.42	2075.24	2179.00	2287.95	2402.35
	H	23.5289	24.7053	25.9405	27.2375	28.5994	30.0294
	O	35.2934	37.0580	38.9108	40.8563	42.8991	45.0441
26	A	51,085.27	53,639.68	56,321.97	59,137.90	62,094.77	65,199.63
	M	4,257.11	4,469.97	4,693.50	4,928.16	5,174.56	5,433.30
	B	1957.29	2055.16	2157.93	2265.82	2379.11	2498.07
	H	24.4661	25.6895	26.9741	28.3227	29.7389	31.2259
	O	36.6992	38.5343	40.4612	42.4841	44.6084	46.8389
27	A	53,149.26	55,806.76	58,597.37	61,527.10	64,603.50	67,833.64
	M	4,429.11	4,650.56	4,883.11	5,127.26	5,383.63	5,652.80
	B	2036.37	2138.19	2245.11	2357.36	2475.23	2598.99
	H	25.4546	26.7274	28.0639	29.4670	30.9404	32.4874
	O	38.1819	40.0911	42.0959	44.2005	46.4106	48.7311
28	A	55,273.01	58,036.22	60,938.80	63,985.46	67,184.53	70,544.12
	M	4,606.08	4,836.35	5,078.23	5,332.12	5,598.71	5,878.68
	B	2117.74	2223.61	2334.82	2451.55	2574.12	2702.84
	H	26.4718	27.7951	29.1852	30.6444	32.1765	33.7855
	O	39.7077	41.6927	43.7778	45.9666	48.2648	50.6783

CWA Clerical/Technical Pay Plan for Dec 30, 2006 through June 30, 2007

Appendix C

Step		3	4	5	6	7	8
01	A	19,534.81	20,511.73	21,537.72	22,614.61	23,745.26	24,932.29
	M	1,627.90	1,709.31	1,794.81	1,884.55	1,978.77	2,077.69
	B	748.46	785.89	825.20	866.46	909.78	955.26
	H	9.3558	9.8236	10.3150	10.8307	11.3722	11.9407
	O	14.0337	14.7354	15.4725	16.2461	17.0583	17.9111
02	A	20,270.83	21,284.29	22,348.39	23,465.73	24,638.92	25,871.36
	M	1,689.24	1,773.69	1,862.37	1,955.48	2,053.24	2,155.95
	B	776.66	815.49	856.26	899.07	944.02	991.24
	H	9.7083	10.1936	10.7033	11.2384	11.8003	12.3905
	O	14.5625	15.2904	16.0550	16.8576	17.7005	18.5858
03	A	21,155.88	22,213.71	23,324.53	24,490.94	25,715.29	27,001.23
	M	1,762.99	1,851.14	1,943.71	2,040.91	2,142.94	2,250.10
	B	810.57	851.10	893.66	938.35	985.26	1034.53
	H	10.1321	10.6388	11.1707	11.7294	12.3158	12.9316
	O	15.1982	15.9582	16.7561	17.5941	18.4737	19.3974
04	A	21,997.60	23,097.20	24,252.38	25,464.99	26,738.67	28,075.77
	M	1,833.13	1,924.77	2,021.03	2,122.08	2,228.22	2,339.65
	B	842.82	884.95	929.21	975.67	1024.47	1075.70
	H	10.5352	11.0619	11.6151	12.1959	12.8059	13.4462
	O	15.8028	16.5929	17.4227	18.2939	19.2089	20.1693
05	A	22,877.96	24,021.92	25,223.04	26,484.19	27,808.51	29,198.59
	M	1,906.50	2,001.83	2,101.92	2,207.02	2,317.38	2,433.22
	B	876.55	920.38	966.40	1014.72	1065.46	1118.72
	H	10.9569	11.5048	12.0800	12.6840	13.3182	13.9840
	O	16.4354	17.2572	18.1200	19.0260	19.9773	20.9760
06	A	23,782.84	24,972.22	26,220.58	27,531.32	28,907.84	30,353.52
	M	1,981.90	2,081.02	2,185.05	2,294.28	2,408.99	2,529.46
	B	911.22	956.79	1004.62	1054.84	1107.58	1162.97
	H	11.3903	11.9599	12.5577	13.1855	13.8448	14.5371
	O	17.0855	17.9399	18.8366	19.7783	20.7672	21.8057
07	A	24,730.27	25,966.89	27,264.84	28,628.31	30,059.63	31,562.99
	M	2,060.86	2,163.91	2,272.07	2,385.69	2,504.97	2,630.25
	B	947.52	994.90	1044.63	1096.87	1151.71	1209.31
	H	11.8440	12.4362	13.0579	13.7109	14.3964	15.1164
	O	17.7660	18.6543	19.5869	20.5664	21.5946	22.6746
08	A	25,716.85	27,002.54	28,352.69	29,770.18	31,258.93	32,821.79
	M	2,143.07	2,250.21	2,362.72	2,480.85	2,604.91	2,735.15
	B	985.32	1034.58	1086.31	1140.62	1197.66	1257.54
	H	12.3165	12.9323	13.5789	14.2578	14.9707	15.7192
	O	18.4748	19.3985	20.3684	21.3867	22.4561	23.5788

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for Dec 30, 2006 through June 30, 2007

Appendix C

Step		3	4	5	6	7	8
09	A	26,770.25	28,108.40	29,514.40	30,989.57	32,539.39	34,166.21
	M	2,230.85	2,342.37	2,459.53	2,582.46	2,711.62	2,847.18
	B	1025.68	1076.95	1130.82	1187.34	1246.72	1309.05
	H	12.8210	13.4619	14.1352	14.8418	15.5840	16.3631
	O	19.2315	20.1929	21.2028	22.2627	23.3760	24.5447
10	A	27,823.12	29,213.99	30,674.81	32,208.44	33,819.34	35,510.09
	M	2,318.59	2,434.50	2,556.23	2,684.04	2,818.28	2,959.17
	B	1066.02	1119.31	1175.28	1234.04	1295.76	1360.54
	H	13.3252	13.9914	14.6910	15.4255	16.1970	17.0068
	O	19.9878	20.9871	22.0365	23.1383	24.2955	25.5102
11	A	28,957.95	30,405.98	31,926.04	33,522.84	35,198.72	36,958.91
	M	2,413.16	2,533.83	2,660.50	2,793.57	2,933.23	3,079.91
	B	1109.50	1164.98	1223.22	1284.40	1348.61	1416.05
	H	13.8688	14.5622	15.2903	16.0550	16.8576	17.7006
	O	20.8032	21.8433	22.9355	24.0825	25.2864	26.5509
12	A	30,089.65	31,594.05	33,173.62	34,832.54	36,573.93	38,402.76
	M	2,507.47	2,632.84	2,764.47	2,902.71	3,047.83	3,200.23
	B	1152.86	1210.50	1271.02	1334.58	1401.30	1471.37
	H	14.4108	15.1313	15.8878	16.6822	17.5163	18.3921
	O	21.6162	22.6970	23.8317	25.0233	26.2745	27.5882
13	A	31,334.36	32,901.14	34,546.22	36,273.52	38,087.21	39,991.20
	M	2,611.20	2,741.76	2,878.85	3,022.79	3,173.93	3,332.60
	B	1200.55	1260.58	1323.61	1389.79	1459.28	1532.23
	H	15.0069	15.7572	16.5451	17.3724	18.2410	19.1529
	O	22.5104	23.6358	24.8177	26.0586	27.3615	28.7294
14	A	32,555.05	34,183.17	35,892.20	37,687.10	39,571.25	41,549.63
	M	2,712.92	2,848.60	2,991.02	3,140.59	3,297.60	3,462.47
	B	1247.32	1309.70	1375.18	1443.95	1516.14	1591.94
	H	15.5915	16.3712	17.1898	18.0494	18.9518	19.8993
	O	23.3873	24.5568	25.7847	27.0741	28.4277	29.8490
15	A	33,812.81	35,503.57	37,278.89	39,142.69	41,099.93	43,154.78
	M	2,817.73	2,958.63	3,106.57	3,261.89	3,424.99	3,596.23
	B	1295.51	1360.29	1428.31	1499.72	1574.71	1653.44
	H	16.1939	17.0036	17.8539	18.7465	19.6839	20.6680
	O	24.2909	25.5054	26.7809	28.1198	29.5259	31.0020
16	A	35,218.56	36,980.05	38,828.97	40,770.03	42,808.70	44,948.90
	M	2,934.88	3,081.67	3,235.75	3,397.50	3,567.39	3,745.74
	B	1349.37	1416.86	1487.70	1562.07	1640.18	1722.18
	H	16.8671	17.7107	18.5962	19.5259	20.5022	21.5273
	O	25.3007	26.5661	27.8943	29.2889	30.7533	32.2910

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for Dec 30, 2006 through June 30, 2007

Appendix C

Step		3	4	5	6	7	8
17	A	36,612.04	38,442.69	40,364.69	42,383.01	44,502.33	46,727.35
	M	3,051.00	3,203.56	3,363.72	3,531.92	3,708.53	3,893.95
	B	1402.76	1472.90	1546.54	1623.87	1705.07	1790.32
	H	17.5345	18.4112	19.3318	20.2984	21.3134	22.3790
	O	26.3018	27.6168	28.9977	30.4476	31.9701	33.5685
18	A	38,043.88	39,946.31	41,943.48	44,041.14	46,242.94	48,554.87
	M	3,170.32	3,328.86	3,495.29	3,670.10	3,853.58	4,046.24
	B	1457.62	1530.51	1607.03	1687.40	1771.76	1860.34
	H	18.2203	19.1314	20.0879	21.0925	22.1470	23.2543
	O	27.3305	28.6971	30.1319	31.6388	33.2205	34.8815
19	A	39,598.92	41,578.87	43,657.73	45,840.47	48,132.32	50,539.26
	M	3,299.91	3,464.91	3,638.14	3,820.04	4,011.03	4,211.61
	B	1517.20	1593.06	1672.71	1756.34	1844.15	1936.37
	H	18.9650	19.9132	20.9089	21.9542	23.0519	24.2046
	O	28.4475	29.8698	31.3634	32.9313	34.5779	36.3069
20	A	41,153.70	43,210.90	45,371.72	47,640.33	50,021.96	52,523.12
	M	3,429.48	3,600.91	3,780.98	3,970.03	4,168.50	4,376.93
	B	1576.77	1655.59	1738.38	1825.30	1916.55	2012.38
	H	19.7096	20.6949	21.7297	22.8162	23.9569	25.1548
	O	29.5644	31.0424	32.5946	34.2243	35.9354	37.7322
21	A	42,859.07	45,002.14	47,252.22	49,615.32	52,095.60	54,700.64
	M	3,571.59	3,750.18	3,937.69	4,134.61	4,341.30	4,558.39
	B	1642.11	1724.22	1810.43	1900.97	1996.00	2095.81
	H	20.5264	21.5528	22.6304	23.7621	24.9500	26.1976
	O	30.7896	32.3292	33.9456	35.6432	37.4250	39.2964
22	A	44,536.00	46,762.59	49,101.15	51,556.37	54,134.01	56,840.58
	M	3,711.33	3,896.88	4,091.76	4,296.36	4,511.17	4,736.72
	B	1706.36	1791.67	1881.27	1975.34	2074.10	2177.80
	H	21.3295	22.3959	23.5159	24.6918	25.9262	27.2225
	O	31.9943	33.5939	35.2739	37.0377	38.8893	40.8338
23	A	46,281.56	48,595.85	51,025.76	53,577.04	56,255.94	59,069.00
	M	3,856.80	4,049.65	4,252.15	4,464.75	4,688.00	4,922.42
	B	1773.24	1861.91	1955.01	2052.76	2155.40	2263.18
	H	22.1655	23.2739	24.4376	25.6595	26.9425	28.2897
	O	33.2483	34.9109	36.6564	38.4893	40.4138	42.4346
24	A	48,153.20	50,561.18	53,088.97	55,743.60	58,530.56	61,457.15
	M	4,012.77	4,213.43	4,424.08	4,645.30	4,877.55	5,121.43
	B	1844.95	1937.21	2034.06	2135.77	2242.55	2354.68
	H	23.0619	24.2151	25.4258	26.6971	28.0319	29.4335
	O	34.5929	36.3227	38.1387	40.0457	42.0479	44.1503

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for Dec 30, 2006 through June 30, 2007

Appendix C

Step		3	4	5	6	7	8
25	A	50,110.96	52,616.30	55,246.91	58,009.34	60,909.83	63,955.44
	M	4,175.91	4,384.69	4,603.91	4,834.11	5,075.82	5,329.62
	B	1919.96	2015.95	2116.74	2222.58	2333.71	2450.40
	H	23.9995	25.1994	26.4593	27.7823	29.1714	30.6300
	O	35.9993	37.7991	39.6890	41.6735	43.7571	45.9450
26	A	52,106.82	54,712.39	57,448.45	60,320.75	63,336.87	66,503.58
	M	4,342.24	4,559.37	4,787.37	5,026.73	5,278.07	5,541.97
	B	1996.43	2096.26	2201.09	2311.14	2426.70	2548.03
	H	24.9554	26.2033	27.5136	28.8892	30.3337	31.8504
	O	37.4331	39.3050	41.2704	43.3338	45.5006	47.7756
27	A	54,212.31	56,922.80	59,769.52	62,757.45	65,895.71	69,190.32
	M	4,517.69	4,743.57	4,980.79	5,229.79	5,491.31	5,765.86
	B	2077.10	2180.95	2290.02	2404.50	2524.74	2650.97
	H	25.9637	27.2619	28.6252	30.0563	31.5592	33.1371
	O	38.9456	40.8929	42.9378	45.0845	47.3388	49.7057
28	A	56,378.61	59,196.89	62,157.41	65,265.14	68,528.16	71,955.09
	M	4,698.22	4,933.07	5,179.78	5,438.76	5,710.68	5,996.26
	B	2160.10	2268.08	2381.51	2500.58	2625.60	2756.90
	H	27.0012	28.3510	29.7689	31.2573	32.8200	34.4612
	O	40.5018	42.5265	44.6534	46.8860	49.2300	51.6918

CWA Clerical/Technical Pay Plan for July 1, 2007 through Dec. 28, 2007

Appendix D

Step		3	4	5	6	7	8
01	A	20,121.01	21,126.91	22,183.96	23,292.95	24,457.53	25,680.05
	M	1,676.75	1,760.58	1,848.66	1,941.08	2,038.13	2,140.00
	B	770.92	809.46	849.96	892.45	937.07	983.91
	H	9.6365	10.1183	10.6245	11.1556	11.7134	12.2989
	O	14.4548	15.1775	15.9368	16.7334	17.5701	18.4484
02	A	20,878.96	21,922.70	23,018.90	24,169.91	25,378.07	26,647.58
	M	1,739.91	1,826.89	1,918.24	2,014.16	2,114.84	2,220.63
	B	799.96	839.95	881.95	926.05	972.34	1020.98
	H	9.9995	10.4994	11.0244	11.5756	12.1543	12.7622
	O	14.9993	15.7491	16.5366	17.3634	18.2315	19.1433
03	A	21,790.63	22,880.30	24,024.01	25,225.65	26,486.80	27,811.12
	M	1,815.89	1,906.69	2,002.00	2,102.14	2,207.23	2,317.59
	B	834.89	876.64	920.46	966.50	1014.82	1065.56
	H	10.4361	10.9580	11.5058	12.0813	12.6853	13.3195
	O	15.6542	16.4370	17.2587	18.1220	19.0280	19.9793
04	A	22,657.41	23,790.15	24,980.05	26,228.93	27,540.98	28,918.02
	M	1,888.12	1,982.51	2,081.67	2,185.74	2,295.08	2,409.84
	B	868.10	911.50	957.09	1004.94	1055.21	1107.97
	H	10.8513	11.3938	11.9636	12.5618	13.1901	13.8496
	O	16.2770	17.0907	17.9454	18.8427	19.7852	20.7744
05	A	23,564.39	24,742.54	25,979.68	27,278.68	28,642.66	30,074.51
	M	1,963.70	2,061.88	2,164.97	2,273.22	2,386.89	2,506.21
	B	902.85	947.99	995.39	1045.16	1097.42	1152.28
	H	11.2856	11.8499	12.4424	13.0645	13.7177	14.4035
	O	16.9284	17.7749	18.6636	19.5968	20.5766	21.6053
06	A	24,496.42	25,721.55	27,006.98	28,357.39	29,775.14	31,264.15
	M	2,041.37	2,143.46	2,250.58	2,363.12	2,481.26	2,605.35
	B	938.56	985.50	1034.75	1086.49	1140.81	1197.86
	H	11.7320	12.3187	12.9344	13.5811	14.2601	14.9732
	O	17.5980	18.4781	19.4016	20.3717	21.3902	22.4598
07	A	25,472.03	26,745.71	28,082.82	29,487.26	30,961.39	32,509.90
	M	2,122.67	2,228.81	2,340.24	2,457.27	2,580.12	2,709.16
	B	975.94	1024.74	1075.97	1129.78	1186.26	1245.59
	H	12.1993	12.8093	13.4496	14.1222	14.8283	15.5699
	O	18.2990	19.2140	20.1744	21.1833	22.2425	23.3549
08	A	26,488.37	27,812.68	29,203.29	30,663.32	32,196.44	33,806.29
	M	2,207.36	2,317.72	2,433.61	2,555.28	2,683.04	2,817.19
	B	1014.88	1065.62	1118.90	1174.84	1233.58	1295.26
	H	12.6860	13.3203	13.9863	14.6855	15.4198	16.1908
	O	19.0290	19.9805	20.9795	22.0283	23.1297	24.2862

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for July 1, 2007 through Dec. 28, 2007

Appendix D

Step		3	4	5	6	7	8
09	A	27,573.35	28,951.69	30,399.71	31,919.52	33,515.53	35,191.15
	M	2,297.78	2,412.64	2,533.31	2,659.96	2,792.96	2,932.60
	B	1056.45	1109.26	1164.74	1222.97	1284.12	1348.32
	H	13.2056	13.8658	14.5593	15.2871	16.0515	16.8540
	O	19.8084	20.7987	21.8390	22.9307	24.0773	25.2810
10	A	28,657.80	30,090.43	31,595.09	33,174.67	34,833.84	36,575.50
	M	2,388.15	2,507.54	2,632.92	2,764.56	2,902.82	3,047.96
	B	1098.00	1152.89	1210.54	1271.06	1334.63	1401.36
	H	13.7250	14.4111	15.1317	15.8883	16.6829	17.5170
	O	20.5875	21.6167	22.6976	23.8325	25.0244	26.2755
11	A	29,826.82	31,318.17	32,883.91	34,528.73	36,254.47	38,067.63
	M	2,485.57	2,609.85	2,740.33	2,877.39	3,021.21	3,172.30
	B	1142.79	1199.93	1259.92	1322.94	1389.06	1458.53
	H	14.2849	14.9991	15.7490	16.5367	17.3633	18.2316
	O	21.4274	22.4987	23.6235	24.8051	26.0450	27.3474
12	A	30,992.45	32,542.00	34,168.82	35,877.58	37,671.17	39,554.81
	M	2,582.70	2,711.83	2,847.40	2,989.80	3,139.26	3,296.23
	B	1187.45	1246.82	1309.15	1374.62	1443.34	1515.51
	H	14.8431	15.5852	16.3644	17.1827	18.0418	18.9439
	O	22.2647	23.3778	24.5466	25.7741	27.0627	28.4159
13	A	32,274.48	33,887.98	35,582.65	37,361.89	39,229.87	41,191.02
	M	2,689.54	2,824.00	2,965.22	3,113.49	3,269.16	3,432.59
	B	1236.57	1298.39	1363.32	1431.49	1503.06	1578.20
	H	15.4571	16.2299	17.0415	17.8936	18.7882	19.7275
	O	23.1857	24.3449	25.5623	26.8404	28.1823	29.5913
14	A	33,531.71	35,208.38	36,969.08	38,817.75	40,758.54	42,796.17
	M	2,794.31	2,934.03	3,080.76	3,234.81	3,396.55	3,566.35
	B	1284.74	1348.98	1416.44	1487.27	1561.63	1639.70
	H	16.0592	16.8623	17.7055	18.5909	19.5204	20.4963
	O	24.0888	25.2935	26.5583	27.8864	29.2806	30.7445
15	A	34,827.32	36,568.71	38,397.28	40,316.93	42,332.90	44,449.34
	M	2,902.28	3,047.39	3,199.77	3,359.74	3,527.74	3,704.11
	B	1334.38	1401.10	1471.16	1544.71	1621.95	1703.04
	H	16.6797	17.5137	18.3895	19.3089	20.2744	21.2880
	O	25.0196	26.2706	27.5843	28.9634	30.4116	31.9320
16	A	36,275.09	38,089.30	39,993.81	41,993.33	44,092.82	46,297.49
	M	3,022.92	3,174.11	3,332.82	3,499.44	3,674.40	3,858.12
	B	1389.85	1459.36	1532.33	1608.94	1689.38	1773.85
	H	17.3731	18.2420	19.1541	20.1117	21.1173	22.1731
	O	26.0597	27.3630	28.7312	30.1676	31.6760	33.2597

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for July 1, 2007 through Dec. 28, 2007

Appendix D

Step		3	4	5	6	7	8
17	A	37,710.32	39,595.79	41,575.73	43,654.60	45,837.34	48,129.18
	M	3,142.53	3,299.65	3,464.64	3,637.88	3,819.78	4,010.77
	B	1444.84	1517.08	1592.94	1672.59	1756.22	1844.03
	H	18.0605	18.9635	19.9118	20.9074	21.9528	23.0504
	O	27.0908	28.4453	29.8677	31.3611	32.9292	34.5756
18	A	39,185.24	41,144.56	43,201.76	45,362.32	47,630.15	50,011.52
	M	3,265.44	3,428.71	3,600.15	3,780.19	3,969.18	4,167.63
	B	1501.35	1576.42	1655.24	1738.02	1824.91	1916.15
	H	18.7669	19.7053	20.6905	21.7253	22.8114	23.9519
	O	28.1504	29.5580	31.0358	32.5880	34.2171	35.9279
19	A	40,786.99	42,826.19	44,967.69	47,215.42	49,576.43	52,055.41
	M	3,398.92	3,568.85	3,747.31	3,934.62	4,131.37	4,337.95
	B	1562.72	1640.85	1722.90	1809.02	1899.48	1994.46
	H	19.5340	20.5106	21.5362	22.6128	23.7435	24.9307
	O	29.3010	30.7659	32.3043	33.9192	35.6153	37.3961
20	A	42,388.23	44,507.29	46,732.83	49,069.57	51,522.71	54,098.78
	M	3,532.35	3,708.94	3,894.40	4,089.13	4,293.56	4,508.23
	B	1624.07	1705.26	1790.53	1880.06	1974.05	2072.75
	H	20.3009	21.3157	22.3816	23.5007	24.6756	25.9094
	O	30.4514	31.9736	33.5724	35.2511	37.0134	38.8641
21	A	44,145.02	46,352.30	48,669.71	51,103.80	53,658.47	56,341.55
	M	3,678.75	3,862.69	4,055.81	4,258.65	4,471.54	4,695.13
	B	1691.38	1775.95	1864.74	1958.00	2055.88	2158.68
	H	21.1422	22.1994	23.3093	24.4750	25.6985	26.9835
	O	31.7133	33.2991	34.9640	36.7125	38.5478	40.4753
22	A	45,872.06	48,165.46	50,574.23	53,103.32	55,757.95	58,545.95
	M	3,822.67	4,013.79	4,214.52	4,425.28	4,646.50	4,878.83
	B	1757.55	1845.42	1937.71	2034.61	2136.32	2243.14
	H	21.9694	23.0678	24.2214	25.4326	26.7040	28.0392
	O	32.9541	34.6017	36.3321	38.1489	40.0560	42.0588
23	A	47,670.08	50,053.80	52,556.53	55,184.27	57,943.57	60,840.93
	M	3,972.51	4,171.15	4,379.71	4,598.69	4,828.63	5,070.08
	B	1826.44	1917.77	2013.66	2114.34	2220.06	2331.07
	H	22.8305	23.9721	25.1707	26.4293	27.7508	29.1384
	O	34.2458	35.9582	37.7561	39.6440	41.6262	43.7076
24	A	49,597.83	52,078.11	54,681.85	57,415.82	60,286.56	63,300.85
	M	4,133.15	4,339.84	4,556.82	4,784.65	5,023.88	5,275.07
	B	1900.30	1995.33	2095.09	2199.84	2309.83	2425.32
	H	23.7538	24.9416	26.1886	27.4980	28.8729	30.3165
	O	35.6307	37.4124	39.2829	41.2470	43.3094	45.4748

CWA Clerical/Technical Pay Plan for July 1, 2007 through Dec. 28, 2007

Appendix D

Step		3	4	5	6	7	8
25	A	51,614.32	54,194.82	56,904.53	59,749.69	62,737.09	65,874.05
	M	4,301.19	4,516.24	4,742.04	4,979.14	5,228.09	5,489.50
	B	1977.56	2076.43	2180.25	2289.26	2403.72	2523.91
	H	24.7195	25.9554	27.2531	28.6158	30.0465	31.5489
	O	37.0793	38.9331	40.8797	42.9237	45.0698	47.3234
26	A	53,670.21	56,353.82	59,171.83	62,130.27	65,236.95	68,498.67
	M	4,472.52	4,696.15	4,930.99	5,177.52	5,436.41	5,708.22
	B	2056.33	2159.15	2267.12	2380.47	2499.50	2624.47
	H	25.7041	26.9894	28.3390	29.7559	31.2437	32.8059
	O	38.5562	40.4841	42.5085	44.6339	46.8656	49.2089
27	A	55,838.60	58,630.52	61,562.59	64,640.30	67,872.53	71,266.05
	M	4,653.22	4,885.88	5,130.22	5,386.69	5,656.04	5,938.84
	B	2139.41	2246.38	2358.72	2476.64	2600.48	2730.50
	H	26.7426	28.0798	29.4840	30.9580	32.5060	34.1312
	O	40.1139	42.1197	44.2260	46.4370	48.7590	51.1968
28	A	58,069.89	60,972.73	64,022.26	67,223.16	70,584.06	74,113.56
	M	4,839.16	5,081.06	5,335.19	5,601.93	5,882.01	6,176.13
	B	2224.90	2336.12	2452.96	2575.60	2704.37	2839.60
	H	27.8112	29.2015	30.6620	32.1950	33.8046	35.4950
	O	41.7168	43.8023	45.9930	48.2925	50.7069	53.2425

CWA Clerical/Technical Pay Plan for Dec. 29, 2007 through June 30, 2008

Appendix E

Step		3	4	5	6	7	8
01	A	20,322.24	21,338.32	22,405.81	23,526.02	24,702.08	25,936.88
	M	1,693.52	1,778.19	1,867.15	1,960.50	2,058.51	2,161.41
	B	778.63	817.56	858.46	901.38	946.44	993.75
	H	9.7329	10.2195	10.7307	11.2672	11.8305	12.4219
	O	14.5994	15.3293	16.0961	16.9008	17.7458	18.6329
02	A	21,087.76	22,141.94	23,249.10	24,411.59	25,631.77	26,913.80
	M	1,757.31	1,845.16	1,937.43	2,034.30	2,135.98	2,242.82
	B	807.96	848.35	890.77	935.31	982.06	1031.18
	H	10.0995	10.6044	11.1346	11.6914	12.2758	12.8898
	O	15.1493	15.9066	16.7019	17.5371	18.4137	19.3347
03	A	22,008.56	23,109.20	24,264.39	25,478.04	26,751.98	28,089.34
	M	1,834.05	1,925.77	2,022.03	2,123.17	2,229.33	2,340.78
	B	843.24	885.41	929.67	976.17	1024.98	1076.22
	H	10.5405	11.0676	11.6209	12.2021	12.8122	13.4527
	O	15.8108	16.6014	17.4314	18.3032	19.2183	20.1791
04	A	22,883.96	24,028.18	25,229.83	26,491.24	27,816.34	29,207.21
	M	1,907.00	2,002.35	2,102.49	2,207.60	2,318.03	2,433.93
	B	876.78	920.62	966.66	1014.99	1065.76	1119.05
	H	10.9598	11.5077	12.0832	12.6874	13.3220	13.9881
	O	16.4397	17.2616	18.1248	19.0311	19.9830	20.9822
05	A	23,800.07	24,989.97	26,239.37	27,551.42	28,928.98	30,375.18
	M	1,983.34	2,082.50	2,186.61	2,295.95	2,410.75	2,531.27
	B	911.88	957.47	1005.34	1055.61	1108.39	1163.80
	H	11.3985	11.9684	12.5668	13.1951	13.8549	14.5475
	O	17.0978	17.9526	18.8502	19.7927	20.7824	21.8213
06	A	24,741.23	25,978.64	27,277.11	28,640.84	30,072.94	31,576.56
	M	2,061.77	2,164.89	2,273.09	2,386.74	2,506.08	2,631.38
	B	947.94	995.35	1045.10	1097.35	1152.22	1209.83
	H	11.8493	12.4419	13.0637	13.7169	14.4027	15.1229
	O	17.7740	18.6629	19.5956	20.5754	21.6041	22.6844
07	A	25,726.77	27,013.24	28,363.65	29,781.93	31,271.19	32,835.11
	M	2,143.90	2,251.10	2,363.64	2,481.83	2,605.93	2,736.26
	B	985.70	1034.99	1086.73	1141.07	1198.13	1258.05
	H	12.3213	12.9374	13.5841	14.2634	14.9766	15.7256
	O	18.4820	19.4061	20.3762	21.3951	22.4649	23.5884
08	A	26,753.28	28,090.91	29,495.61	30,970.00	32,518.51	34,144.54
	M	2,229.44	2,340.91	2,457.97	2,580.83	2,709.88	2,845.38
	B	1025.03	1076.28	1130.10	1186.59	1245.92	1308.22
	H	12.8129	13.4535	14.1262	14.8324	15.5740	16.3527
	O	19.2194	20.1803	21.1893	22.2486	23.3610	24.5291

CWA Clerical/Technical Pay Plan for Dec. 29, 2007 through June 30, 2008

Appendix E

Step		3	4	5	6	7	8
09	A	27,849.22	29,241.40	30,703.78	32,238.72	33,850.66	35,542.98
	M	2,320.77	2,436.78	2,558.65	2,686.56	2,820.89	2,961.92
	B	1067.02	1120.36	1176.39	1235.20	1296.96	1361.80
	H	13.3377	14.0045	14.7049	15.4400	16.2120	17.0225
	O	20.0066	21.0068	22.0574	23.1600	24.3180	25.5338
10	A	28,944.38	30,391.36	31,910.90	33,506.66	35,182.28	36,941.42
	M	2,412.03	2,532.61	2,659.24	2,792.22	2,931.86	3,078.45
	B	1108.98	1164.42	1222.64	1283.78	1347.98	1415.38
	H	13.8623	14.5552	15.2830	16.0472	16.8497	17.6922
	O	20.7935	21.8328	22.9245	24.0708	25.2746	26.5383
11	A	30,125.14	31,631.37	33,212.77	34,874.04	36,617.00	38,448.17
	M	2,510.43	2,635.95	2,767.73	2,906.17	3,051.42	3,204.01
	B	1154.22	1211.93	1272.52	1336.17	1402.95	1473.11
	H	14.4277	15.1491	15.9065	16.7021	17.5369	18.4139
	O	21.6416	22.7237	23.8598	25.0532	26.3054	27.6209
12	A	31,302.25	32,867.47	34,510.46	36,236.20	38,048.06	39,950.23
	M	2,608.52	2,738.96	2,875.87	3,019.68	3,170.67	3,329.19
	B	1199.32	1259.29	1322.24	1388.36	1457.78	1530.66
	H	14.9915	15.7411	16.5280	17.3545	18.2222	19.1333
	O	22.4873	23.6117	24.7920	26.0318	27.3333	28.7000
13	A	32,597.33	34,227.02	35,938.40	37,735.38	39,622.15	41,602.88
	M	2,716.44	2,852.25	2,994.87	3,144.62	3,301.85	3,466.91
	B	1248.94	1311.38	1376.95	1445.80	1518.09	1593.98
	H	15.6117	16.3922	17.2119	18.0725	18.9761	19.9248
	O	23.4176	24.5883	25.8179	27.1088	28.4642	29.8872
14	A	33,866.84	35,560.47	37,338.92	39,205.85	41,166.23	43,224.21
	M	2,822.24	2,963.37	3,111.58	3,267.15	3,430.52	3,602.02
	B	1297.58	1362.47	1430.61	1502.14	1577.25	1656.10
	H	16.2198	17.0309	17.8826	18.7768	19.7156	20.7013
	O	24.3297	25.5464	26.8239	28.1652	29.5734	31.0520
15	A	35,175.49	36,934.11	38,781.21	40,720.18	42,756.24	44,893.83
	M	2,931.29	3,077.84	3,231.77	3,393.35	3,563.02	3,741.15
	B	1347.72	1415.10	1485.87	1560.16	1638.17	1720.07
	H	16.8465	17.6888	18.5734	19.5020	20.4771	21.5009
	O	25.2698	26.5332	27.8601	29.2530	30.7157	32.2514
16	A	36,637.61	38,470.10	40,393.67	42,413.02	44,533.91	46,760.24
	M	3,053.13	3,205.84	3,366.14	3,534.42	3,711.16	3,896.69
	B	1403.74	1473.95	1547.65	1625.02	1706.28	1791.58
	H	17.5468	18.4244	19.3456	20.3128	21.3285	22.3948
	O	26.3202	27.6366	29.0184	30.4692	31.9928	33.5922

CWA Clerical/Technical Pay Plan for Dec. 29, 2007 through June 30, 2008

Appendix E

Step		3	4	5	6	7	8
17	A	38,087.47	39,991.73	41,991.51	44,091.25	46,295.66	48,610.47
	M	3,173.96	3,332.64	3,499.29	3,674.27	3,857.97	4,050.87
	B	1459.29	1532.25	1608.87	1689.32	1773.78	1862.47
	H	18.2411	19.1531	20.1109	21.1165	22.1723	23.2809
	O	27.3617	28.7297	30.1664	31.6748	33.2585	34.9214
18	A	39,577.26	41,556.16	43,633.72	45,816.20	48,106.48	50,511.59
	M	3,298.11	3,463.01	3,636.14	3,818.02	4,008.87	4,209.30
	B	1516.37	1592.19	1671.79	1755.41	1843.16	1935.31
	H	18.9546	19.9024	20.8974	21.9426	23.0395	24.1914
	O	28.4319	29.8536	31.3461	32.9139	34.5593	36.2871
19	A	41,194.67	43,254.49	45,417.39	47,687.57	50,072.07	52,575.84
	M	3,432.89	3,604.54	3,784.78	3,973.96	4,172.67	4,381.32
	B	1578.34	1657.26	1740.13	1827.11	1918.47	2014.40
	H	19.7293	20.7157	21.7516	22.8389	23.9809	25.1800
	O	29.5940	31.0736	32.6274	34.2584	35.9714	37.7700
20	A	42,812.09	44,952.29	47,200.02	49,560.25	52,037.92	54,639.83
	M	3,567.67	3,746.02	3,933.34	4,130.02	4,336.49	4,553.32
	B	1640.31	1722.31	1808.43	1898.86	1993.79	2093.48
	H	20.5039	21.5289	22.6054	23.7357	24.9224	26.1685
	O	30.7559	32.2934	33.9081	35.6036	37.3836	39.2528
21	A	44,586.37	46,815.83	49,156.48	51,614.84	54,195.08	56,904.79
	M	3,715.53	3,901.32	4,096.37	4,301.24	4,516.26	4,742.07
	B	1708.29	1793.71	1883.39	1977.58	2076.44	2180.26
	H	21.3536	22.4214	23.5424	24.7198	25.9555	27.2533
	O	32.0304	33.6321	35.3136	37.0797	38.9333	40.8800
22	A	46,330.89	48,647.27	51,080.05	53,634.20	56,315.45	59,131.38
	M	3,860.91	4,053.94	4,256.67	4,469.52	4,692.95	4,927.62
	B	1775.13	1863.88	1957.09	2054.95	2157.68	2265.57
	H	22.1891	23.2985	24.4636	25.6869	26.9710	28.3196
	O	33.2837	34.9478	36.6954	38.5304	40.4565	42.4794
23	A	48,146.67	50,554.13	53,081.92	55,736.29	58,522.99	61,449.32
	M	4,012.22	4,212.84	4,423.49	4,644.69	4,876.92	5,120.78
	B	1844.70	1936.94	2033.79	2135.49	2242.26	2354.38
	H	23.0588	24.2118	25.4224	26.6936	28.0283	29.4298
	O	34.5882	36.3177	38.1336	40.0404	42.0425	44.1447
24	A	50,093.73	52,598.81	55,228.64	57,990.02	60,889.47	63,934.04
	M	4,174.48	4,383.23	4,602.39	4,832.50	5,074.12	5,327.84
	B	1919.30	2015.28	2116.04	2221.84	2332.93	2449.58
	H	23.9913	25.1910	26.4505	27.7730	29.1616	30.6197
	O	35.9870	37.7865	39.6758	41.6595	43.7424	45.9296

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for Dec. 29, 2007 through June 30, 2008

Appendix E

Step		3	4	5	6	7	8
25	A	52,130.57	54,736.92	57,473.51	60,347.38	63,364.54	66,532.82
	M	4,344.21	4,561.41	4,789.46	5,028.95	5,280.38	5,544.40
	B	1997.34	2097.20	2202.05	2312.16	2427.76	2549.15
	H	24.9667	26.2150	27.5256	28.9020	30.3470	31.8644
	O	37.4501	39.3225	41.2884	43.3530	45.5205	47.7966
26	A	54,206.83	56,917.31	59,763.52	62,751.71	65,889.19	69,183.79
	M	4,517.24	4,743.11	4,980.29	5,229.31	5,490.77	5,765.32
	B	2076.89	2180.74	2289.79	2404.28	2524.49	2650.72
	H	25.9611	27.2593	28.6224	30.0535	31.5561	33.1340
	O	38.9417	40.8890	42.9336	45.0803	47.3342	49.7010
27	A	56,396.88	59,216.99	62,178.03	65,286.80	68,551.39	71,978.58
	M	4,699.74	4,934.75	5,181.50	5,440.57	5,712.62	5,998.22
	B	2160.80	2268.85	2382.30	2501.41	2626.49	2757.80
	H	27.0100	28.3606	29.7788	31.2676	32.8311	34.4725
	O	40.5150	42.5409	44.6682	46.9014	49.2467	51.7088
28	A	58,650.35	61,582.43	64,662.49	67,895.50	71,289.80	74,854.80
	M	4,887.53	5,131.87	5,388.54	5,657.96	5,940.82	6,237.90
	B	2247.14	2359.48	2477.49	2601.36	2731.41	2868.00
	H	28.0893	29.4935	30.9686	32.5170	34.1426	35.8500
	O	42.1340	44.2403	46.4529	48.7755	51.2139	53.7750

CWA Clerical/Technical Pay Plan for July 1, 2008 through June 30, 2009

Appendix F

Step		3	4	5	6	7	8
01	A	21,135.26	22,191.79	23,301.82	24,466.92	25,690.23	26,974.35
	M	1,761.27	1,849.32	1,941.82	2,038.91	2,140.85	2,247.86
	B	809.78	850.26	892.79	937.43	984.30	1033.50
	H	10.1222	10.6283	11.1599	11.7179	12.3037	12.9188
	O	15.1833	15.9425	16.7399	17.5769	18.4556	19.3782
02	A	21,931.31	23,027.77	24,179.04	25,388.25	26,656.97	27,990.42
	M	1,827.61	1,918.98	2,014.92	2,115.69	2,221.41	2,332.54
	B	840.28	882.29	926.40	972.73	1021.34	1072.43
	H	10.5035	11.0286	11.5800	12.1591	12.7668	13.4054
	O	15.7553	16.5429	17.3700	18.2387	19.1502	20.1081
03	A	22,888.92	24,033.40	25,235.05	26,497.24	27,822.08	29,212.69
	M	1,907.41	2,002.78	2,102.92	2,208.10	2,318.51	2,434.39
	B	876.97	920.82	966.86	1015.22	1065.98	1119.26
	H	10.9621	11.5103	12.0857	12.6902	13.3247	13.9908
	O	16.4432	17.2655	18.1286	19.0353	19.9871	20.9862
04	A	23,799.55	24,989.18	26,238.85	27,550.90	28,928.98	30,375.44
	M	1,983.30	2,082.43	2,186.57	2,295.91	2,410.75	2,531.29
	B	911.86	957.44	1005.32	1055.59	1108.39	1163.81
	H	11.3982	11.9680	12.5665	13.1949	13.8549	14.5476
	O	17.0973	17.9520	18.8498	19.7924	20.7824	21.8214
05	A	24,751.94	25,989.60	27,289.12	28,653.36	30,086.25	31,590.14
	M	2,062.66	2,165.80	2,274.09	2,387.78	2,507.19	2,632.51
	B	948.35	995.77	1045.56	1097.83	1152.73	1210.35
	H	11.8544	12.4471	13.0695	13.7229	14.4091	15.1294
	O	17.7816	18.6707	19.6043	20.5844	21.6137	22.6941
06	A	25,730.95	27,017.94	28,368.09	29,786.63	31,275.63	32,839.54
	M	2,144.25	2,251.50	2,364.01	2,482.22	2,606.30	2,736.63
	B	985.86	1035.17	1086.90	1141.25	1198.30	1258.22
	H	12.3233	12.9396	13.5862	14.2656	14.9788	15.7278
	O	18.4850	19.4094	20.3793	21.3984	22.4682	23.5917
07	A	26,756.15	28,093.78	29,498.22	30,973.13	32,522.17	34,148.46
	M	2,229.68	2,341.15	2,458.19	2,581.09	2,710.18	2,845.71
	B	1025.14	1076.39	1130.20	1186.71	1246.06	1308.37
	H	12.8142	13.4549	14.1275	14.8339	15.5757	16.3546
	O	19.2213	20.1824	21.1913	22.2509	23.3636	24.5319
08	A	27,823.38	29,214.51	30,675.33	32,208.97	33,819.34	35,510.09
	M	2,318.62	2,434.54	2,556.28	2,684.08	2,818.28	2,959.17
	B	1066.03	1119.33	1175.30	1234.06	1295.76	1360.54
	H	13.3254	13.9916	14.6912	15.4257	16.1970	17.0068
	O	19.9881	20.9874	22.0368	23.1386	24.2955	25.5102

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for July 1, 2008 through June 30, 2009

Appendix F

Step		3	4	5	6	7	8
09	A	28,963.17	30,411.20	31,932.05	33,528.32	35,204.72	36,964.65
	M	2,413.60	2,534.27	2,661.00	2,794.03	2,933.73	3,080.39
	B	1109.70	1165.18	1223.45	1284.61	1348.84	1416.27
	H	13.8712	14.5647	15.2931	16.0576	16.8605	17.7034
	O	20.8068	21.8471	22.9397	24.0864	25.2908	26.5551
10	A	30,102.17	31,606.84	33,187.19	34,846.89	36,589.59	38,418.94
	M	2,508.51	2,633.90	2,765.60	2,903.91	3,049.13	3,201.58
	B	1153.34	1210.99	1271.54	1335.13	1401.90	1471.99
	H	14.4168	15.1374	15.8943	16.6891	17.5237	18.3999
	O	21.6252	22.7061	23.8415	25.0337	26.2856	27.5999
11	A	31,329.92	32,896.70	34,541.26	36,269.08	38,081.73	39,986.24
	M	2,610.83	2,741.39	2,878.44	3,022.42	3,173.48	3,332.19
	B	1200.38	1260.41	1323.42	1389.62	1459.07	1532.04
	H	15.0048	15.7551	16.5428	17.3702	18.2384	19.1505
	O	22.5072	23.6327	24.8142	26.0553	27.3576	28.7258
12	A	32,554.53	34,182.13	35,890.89	37,685.79	39,569.95	41,548.33
	M	2,712.88	2,848.51	2,990.91	3,140.48	3,297.50	3,462.36
	B	1247.30	1309.66	1375.13	1443.90	1516.09	1591.89
	H	15.5912	16.3707	17.1891	18.0487	18.9511	19.8986
	O	23.3868	24.5561	25.7837	27.0731	28.4267	29.8479
13	A	33,901.29	35,595.96	37,375.98	39,244.74	41,206.94	43,267.01
	M	2,825.11	2,966.33	3,114.67	3,270.40	3,433.91	3,605.58
	B	1298.90	1363.83	1432.03	1503.63	1578.81	1657.74
	H	16.2362	17.0479	17.9004	18.7954	19.7351	20.7218
	O	24.3543	25.5719	26.8506	28.1931	29.6027	31.0827
14	A	35,221.69	36,982.92	38,832.36	40,774.20	42,812.87	44,953.34
	M	2,935.14	3,081.91	3,236.03	3,397.85	3,567.74	3,746.11
	B	1349.49	1416.97	1487.83	1562.23	1640.34	1722.35
	H	16.8686	17.7121	18.5979	19.5279	20.5042	21.5294
	O	25.3029	26.5682	27.8969	29.2919	30.7563	32.2941
15	A	36,582.54	38,411.63	40,332.33	42,349.08	44,466.57	46,689.51
	M	3,048.55	3,200.97	3,361.03	3,529.09	3,705.55	3,890.79
	B	1401.63	1471.71	1545.30	1622.57	1703.70	1788.87
	H	17.5204	18.3964	19.3163	20.2821	21.2962	22.3609
	O	26.2806	27.5946	28.9745	30.4232	31.9443	33.5414
16	A	38,103.39	40,008.95	42,009.26	44,109.52	46,315.23	48,630.83
	M	3,175.28	3,334.08	3,500.77	3,675.79	3,859.60	4,052.57
	B	1459.90	1532.91	1609.55	1690.02	1774.53	1863.25
	H	18.2487	19.1614	20.1194	21.1253	22.1816	23.2906
	O	27.3731	28.7421	30.1791	31.6880	33.2724	34.9359

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for July 1, 2008 through June 30, 2009

Appendix F

Step		3	4	5	6	7	8
17	A	39,610.93	41,591.39	43,671.04	45,855.09	48,147.71	50,554.92
	M	3,300.91	3,465.95	3,639.25	3,821.26	4,012.31	4,212.91
	B	1517.66	1593.54	1673.22	1756.90	1844.74	1936.97
	H	18.9707	19.9192	20.9153	21.9612	23.0592	24.2121
	O	28.4561	29.8788	31.3730	32.9418	34.5888	36.3182
18	A	41,160.22	43,218.47	45,379.03	47,648.68	50,030.83	52,532.25
	M	3,430.02	3,601.54	3,781.59	3,970.72	4,169.24	4,377.69
	B	1577.02	1655.88	1738.66	1825.62	1916.89	2012.73
	H	19.7128	20.6985	21.7333	22.8203	23.9611	25.1591
	O	29.5692	31.0478	32.6000	34.2305	35.9417	37.7387
19	A	42,842.63	44,984.39	47,234.21	49,595.22	52,074.98	54,678.98
	M	3,570.22	3,748.70	3,936.18	4,132.94	4,339.58	4,556.58
	B	1641.48	1723.54	1809.74	1900.20	1995.21	2094.98
	H	20.5185	21.5443	22.6217	23.7525	24.9401	26.1872
	O	30.7778	32.3165	33.9326	35.6288	37.4102	39.2808
20	A	44,524.77	46,750.58	49,088.10	51,542.54	54,119.39	56,825.44
	M	3,710.40	3,895.88	4,090.68	4,295.21	4,509.95	4,735.45
	B	1705.93	1791.21	1880.77	1974.81	2073.54	2177.22
	H	21.3241	22.3901	23.5096	24.6851	25.9193	27.2152
	O	31.9862	33.5852	35.2644	37.0277	38.8790	40.8228
21	A	46,369.78	48,688.51	51,122.85	53,679.61	56,362.95	59,180.97
	M	3,864.15	4,057.38	4,260.24	4,473.30	4,696.91	4,931.75
	B	1776.62	1865.46	1958.73	2056.69	2159.50	2267.47
	H	22.2077	23.3183	24.4841	25.7086	26.9937	28.3434
	O	33.3116	34.9775	36.7262	38.5629	40.4906	42.5151
22	A	48,184.25	50,593.02	53,123.16	55,779.62	58,567.88	61,496.56
	M	4,015.35	4,216.09	4,426.93	4,648.30	4,880.66	5,124.71
	B	1846.14	1938.43	2035.37	2137.15	2243.98	2356.19
	H	23.0767	24.2304	25.4421	26.7144	28.0498	29.4524
	O	34.6151	36.3456	38.1632	40.0716	42.0747	44.1786
23	A	50,072.85	52,576.36	55,205.15	57,965.49	60,863.90	63,907.42
	M	4,172.74	4,381.36	4,600.43	4,830.46	5,071.99	5,325.62
	B	1918.50	2014.42	2115.14	2220.90	2331.95	2448.56
	H	23.9812	25.1803	26.4393	27.7613	29.1494	30.6070
	O	35.9718	37.7705	39.6590	41.6420	43.7241	45.9105
24	A	52,097.69	54,702.73	57,437.75	60,309.53	63,325.13	66,491.32
	M	4,341.47	4,558.56	4,786.48	5,025.79	5,277.09	5,540.94
	B	1996.08	2095.89	2200.68	2310.71	2426.25	2547.56
	H	24.9510	26.1986	27.5085	28.8839	30.3281	31.8445
	O	37.4265	39.2979	41.2628	43.3259	45.4922	47.7668

A = Annual M = Monthly B = Bi-weekly H = Hourly O = Overtime

CWA Clerical/Technical Pay Plan for July 1, 2008 through June 30, 2009

Appendix F

Step		3	4	5	6	7	8
25	A	54,215.70	56,926.45	59,772.39	62,761.37	65,899.11	69,194.23
	M	4,517.98	4,743.87	4,981.03	5,230.11	5,491.59	5,766.19
	B	2077.23	2181.09	2290.13	2404.65	2524.87	2651.12
	H	25.9654	27.2636	28.6266	30.0581	31.5609	33.1390
	O	38.9481	40.8954	42.9399	45.0872	47.3414	49.7085
26	A	56,374.96	59,194.28	62,154.02	65,261.75	68,524.51	71,951.18
	M	4,697.91	4,932.86	5,179.50	5,438.48	5,710.38	5,995.93
	B	2159.96	2267.98	2381.38	2500.45	2625.46	2756.75
	H	26.9995	28.3497	29.7673	31.2556	32.8183	34.4594
	O	40.4993	42.5246	44.6510	46.8834	49.2275	51.6891
27	A	58,652.70	61,585.56	64,665.36	67,898.11	71,293.19	74,857.67
	M	4,887.73	5,132.13	5,388.78	5,658.18	5,941.10	6,238.14
	B	2247.23	2359.60	2477.60	2601.46	2731.54	2868.11
	H	28.0904	29.4950	30.9700	32.5183	34.1443	35.8514
	O	42.1356	44.2425	46.4550	48.7775	51.2165	53.7771
28	A	60,996.48	64,045.75	67,248.74	70,611.46	74,141.23	77,848.99
	M	5,083.04	5,337.15	5,604.06	5,884.29	6,178.44	6,487.42
	B	2337.03	2453.86	2576.58	2705.42	2840.66	2982.72
	H	29.2129	30.6732	32.2073	33.8177	35.5083	37.2840
	O	43.8194	46.0098	48.3110	50.7266	53.2625	55.9260

APPENDIX G

CAREMARK STANDARD PLAN J349 ASO Base Plan

DRUGS COVERED

Non-Injectable legend drugs. Exceptions: See Exclusions list below.

Diabetic care: Disposable blood/urine glucose/acetone testing agents, disposable insulin needles/syringes, insulin and lancets.

Finasteride (Proscar) for individuals 50 years of age and older.

Injectable medications: Contraceptives, Depo-Provera may be dispensed in up to a 90 day supply, Epinephrine (Epi-Pen, Epi-pen jr.), Glucose elevating agents (Glucagon), and Migraine agents.

Sildenafil Citrate (e.g. Viagra) for individuals 50 years of age and older.

Tadalafil (e.g. Cialis) for individuals 50 years of age and older.

Tretinoin topical (e.g. Retin-A) for individuals through the age of 30 years.

Vardenafil Hcl (e.g. Levitra) for individuals 50 years of age and older.

Compounded medication of which at least one ingredient is a legend drug.

Any other drug, which under the applicable state law, may only be dispensed upon the written prescription of a physician or other lawful prescriber.

EXCLUSIONS

Anti-obesity medications.

Anti-wrinkle agents.

Benzoyl peroxide 2.5%, 5%, and 10% topical.

Contraceptive devices.

Cosmetic hair removal products.

Hair growth stimulants.

Hydrocortisone (0.5% cream, lotion), (0.25% lotion), and (1% cream, lotion, oint.) topical.

Hydrocortisone acetate.

Hydrocortisone acetate/urea.

Immunization agents, blood or blood plasma.

Infertility medications.

Loratadine products (e.g. Claritin).

Meclizine hcl 12.5mg and 25mg oral.

Mineral and Nutrient Supplements.

Pigmenting/Depigmenting agents. Exception: Methoxsalen (e.g. Oxsoralen), Methoxsalen-rapid (e.g. Oxsoralen-Ultra) and Trioxsalen (e.g. Trisoralen) are covered.

Smoking Deterrent Medications containing nicotine or any other smoking cessation aids, all dosage forms.

Topical dental products.

Vitamins, singly or in combination. Exceptions: Legend prenatal vitamins are covered.

Charges for the administration {or injection} of any drug.

Drugs labeled "Caution-limited by federal law to investigational use," or experimental drugs, even though a charge is made to the individual.

Therapeutic devices or appliances unless listed as a covered product.

SPECIALTY RX

Specialty Rx list PL-A1– Medical Benefit

PRIOR AUTHORIZATION DRUGS

For these categories or drugs, prior authorization is required:

Alosetron hcl (e.g. Lotronex).

Anabolic steroids.

Blood Modifiers (Aranesp, Epogen, Procrit) - Specialty Rx Benefit.

Cinacalcet hcl (e.g. Sensipar).

Diclofenac sodium (Solaraze).

Dutasteride (Avodart).

Finasteride (Proscar) for individuals through the age of 49 years.

Growth Hormones - Specialty Rx Benefit.

Hepatitis C (Infergen, Intron, Pegasys, Peg-Intron, Rebetrone, Roferon-A) - Specialty Rx Benefit.

Lupron and Lupron Depot for diagnosis other than infertility - Specialty Rx Benefit.

Miscellaneous (Actimmune, Alferon N, Botox, Forteo, Glucowatch, Myobloc,

Progesterone in Oil, Raptiva, Trelstar, Xolair, Zorbtive) – Specialty Rx Benefit.

Modafinil (e.g. Provigil).

Mycophenolate mofetil (e.g. Cellcept).

Mycophenolate sodium (e.g. Myfortic).

Rheumatology (Enbrel, Humira, Hyalgan, Kineret, Remicade, Synvisc) – Specialty Rx Benefit.

Sildenafil citrate (e.g. Viagra) for individuals through the age of 49 years.

Tadalafil (e.g. Cialis) for individuals through the age of 49 years.

Tegaserod hydrogen maleate (e.g. Zelnorm).

Testosterone (Androgel).

Tretinoin topical (e.g. Retin-A) for individuals 31 years of age and older.

Vardenafil hcl (e.g. Levitra) for individuals through the age of 49 years.

This document is a summary reference and may not necessarily reflect all coverage and exclusions of the plan benefit system. Please contact your account team for any questions.

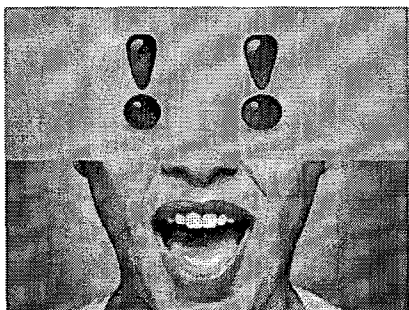
An Eyecare Plan With You in Mind

Are you really seeing your best? Or are you simply used to the view? With good vision, your experiences are clearer. Sharper. Brighter.

Besides helping you see better, routine eye exams can detect a number of serious health conditions such as glaucoma, cataracts and diabetes. Even cancer. Plus, eye exams for kids can spot problems that can impact learning and development.

85% of all
you experience
is through
your eyes

Always Accepting New Patients



**Eyecare
is important.**

VSP network doctors are located right where you need them — close to work, home and shopping centers. They provide exceptional care and offer a wide selection of frames to choose from — all at one convenient location. Their commitment to care and service grows with you and your family for a lifetime of care.

No ID cards. No claim forms. Easy as 1, 2, 3.

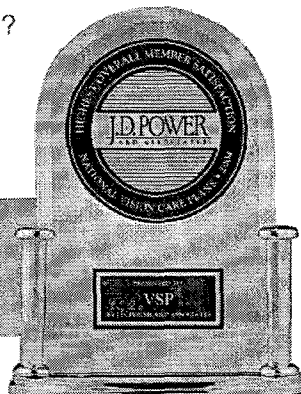
1. Find a VSP network doctor at vsp.com or call 800-877-7195.
2. Make an appointment and tell the doctor you are a VSP member.
3. Your doctor and VSP will handle the rest.

Answers Anytime, Anywhere

What's important to you? Do you need an evening appointment? Interested in a doctor who focuses on sports eyewear or children? Searching for information on conditions of the eye? Visit vsp.com today. You'll like what you see.

**"Highest in Overall
Member Satisfaction Among
National Vision Plans."**

2004 National Vision Plan Member Satisfaction Study. Study based on 766 respondents who are members of large national vision care plans. Study conducted for VSP by J.D. Power and Associates.



APPENDIX H

VSP PREFERRED PROVIDER PLAN

Backed by our promise to you - At VSP, your satisfaction is our guarantee. Sound simple? It is. No hoops to jump through. If at anytime you are not completely satisfied with your eye care services or your eyewear let us know, and we'll make it right.

Your Coverage

When visiting a VSP network doctor, you'll receive:

Exam covered in full.....every calendar year

Prescription Glasses
Lenses covered in full.....every calendar year
Single vision, lined bifocal and lined trifocal lenses.

Frame.....every other calendar year
Frame of your choice covered up to \$120. Plus, 20% off any out-of-pocket costs.

~OR~

Contactsevery calendar year

When you choose contacts instead of glasses, your \$125 allowance applies to the cost of your contacts and the contact lens exam (fitting and evaluation). This exam is in addition to your vision exam to ensure proper fit of contacts. If you choose contact lenses you will be eligible for a frame the second calendar year from the date the contact lenses were obtained.

Current soft contact lens wearers may qualify for VSP's Contact Lens Care Program that includes a contact lens exam and initial lens supply. Learn more from your doctor or vsp.com.

Extra Discounts and Savings

Laser Vision Correction Discounts

Prescription Glasses

- Polycarbonate lenses for dependent children covered in full (effective 1/1/05)
- Up to 20% savings on lens extras such as scratch resistant and anti-reflective coatings and progressives
- 20% off additional prescription glasses and sunglasses* Contacts*
- 15% off cost of contact lens exam (fitting and evaluation)

* Available from the same VSP doctor who provided your eye exam within the last 12 months

Your Copays

Exam \$10
Prescription Glasses..... \$10
Contacts No copay applies

If You Don't See a VSP Network Doctor

Dollar for dollar you get the best value from your VSP benefit when you visit a VSP network doctor. If you decide not to see a VSP doctor, copays still apply. You'll also receive a lesser benefit and typically pay more out-of-pocket. You are required to pay the provider in full at the time of your appointment and submit a claim to VSP for partial reimbursement. If you decide to see a provider not in the VSP network, call us first at 800-877-7195.

Out-of-Network Reimbursement Amounts:

Exam Up to \$40
Lenses:
Single Vision..... Up to \$40
Lined Bifocal..... Up to \$60
Lined Trifocal..... Up to \$80
Frame..... Up to \$75
Contacts..... Up to \$105

VSP guarantees service from VSP network doctors only.

In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail.